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Consideration of reports submitted by States parties under articles 16 and 17 of the International Covenant on Economic, Social and Cultural Rights

Sixth periodic reports of States parties due in 2014

Cyprus*

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List of abbreviations

AP	Action Plan
CCR	Commissioner for the Protection of Children's Rights
CERE	Centre for Educational Research and Evaluation
CMA	Cyprus Maronite Arabic
CPT	European Committee for the Prevention of Torture and Inhuman or Degrading Treatment or Punishment
CRMD	Civil Registry and Migration Department
DOL	Department of Labour
DLR	Department of Labour Relations
GECEVT	Gender Equality Committee in Employment and Vocational Training
IAIACAP	Independent Authority for the Investigation of Allegations and Complaints against the Police
IDP	internally displaced person
MANRE	Ministry of Agriculture, Natural Resources and Environment
MCGTHB	Multidisciplinary Coordinating Group against Trafficking in Human Beings
MECI	Ministry of Energy, Commerce and Industry
MHS	Mental Health Services
MJPO	Ministry of Justice and Public Order
MLWSI	Ministry of Labour, Welfare and Social Insurance
MOCW	Ministry of Communication and Works
MOEC	Ministry of Education and Culture
MOF	Ministry of Finance
MOH	Ministry of Health
MOI	Ministry of Interior
MPHS	Medical Public Health Services
NAP	National Action Plan
NAPGE	National Action Plan on Gender Equality
NGO	non-governmental organization
NHRI	National Human Rights Institution
NHS	National Health Scheme
NMWR	National Machinery for Women's Rights
PES	Public Employment Services
WHO	World Health Organization

SGL	State General Laboratory
SWS	Social Welfare Services
THB	trafficking in human beings

I. Introduction

1. The Republic of Cyprus ratified the International Covenant on Economic, Social and Cultural Rights on 2 April 1969 (hereinafter referred to as "the Covenant"). Pursuant to articles 16 and 17 of the Covenant, Cyprus submitted its fifth periodic report on the implementation of the Covenant in August 2007 (E/C.12/CYP/5) (hereinafter referred to as "the previous report"). The concluding observations of the Committee on Economic, Social and Cultural Rights thereon were adopted on 12 June 2009 (E/C.12/CYP/CO/5) (hereinafter referred to as "the concluding observations"). Hence, the present report, which covers the developments between 2008 and 2013, should be regarded as the sixth periodic report of Cyprus.

2. The present report has been drafted in accordance with the guidelines for the preparation of reports by States parties (E/C.12/2008/2 and HRI/GEN/2/Rev.6) and focuses, in particular, on responding to the concluding observations. An updated core document (May 2014) was submitted on 30 June 2014.

3. The present report has been prepared by the Law Commissioner of the Republic who, pursuant to a decision of the Council of Ministers, is entrusted with ensuring compliance with Cyprus' reporting obligations under international human rights instruments. The information and data on the basis of which the present report was compiled was provided by the competent Ministries/Departments/Independent Authorities, i.e. the Ministry of Labour, Welfare and Social Insurance, the Ministry of Interior, the Ministry of Education and Culture, the Ministry of Justice and Public Order, the Ministry of Health, the Ministry of Finance, the Ministry of Foreign Affairs, the Ministry of Agriculture, Natural Resources and Environment, the Police, the Statistical Service, the Department of Registrar of Companies and Official Receiver, the Ombudsman and the Independent Authority for the Investigation of Allegations and Complaints against the Police.

4. The Government of the Republic of Cyprus regrets that, due to the continuing illegal occupation and effective control of 36.2% of its territory by Turkish military forces, it is unable to ensure full realization of the rights provided for in the Covenant in the whole of its territory and that, therefore, the Government is deprived of its ability to apply the provisions of the Covenant to those living in the occupied areas.

5. Due to the situation described above, no reliable information and data is available regarding the enjoyment of the relevant rights by the Cypriot population living in the occupied areas. Therefore, all information and data presented in the present report concern the Government-controlled areas.

6. It is sincerely hoped that a just and viable solution will soon be reached and that the next periodic report of Cyprus will give information and data for the whole of the territory of the Republic of Cyprus.

II. Part of the report relating to general provisions of the Covenant (arts. 1–5)

Article 1 of the Covenant

Answer to question 7 of the guidelines

7. Refer to the previous report, paras. 10–13. The last elections for local authorities were conducted in December 2011 and there were no objections or complaints about the manner in which they were conducted.

Answer to question 8 of the guidelines

8. Non-applicable.

Article 2 of the Covenant

Answer to question 9 of the guidelines

9. Non-applicable.

Answer to question 10 of the guidelines

10. The Law on Combating of Certain Forms and Expressions of Racism and Xenophobia by Means of Criminal Law [L.134(I)/2011]), harmonizing with Council Framework Decision 2008/913/JHA of 28 November 2008 on combating certain forms and expressions of racism and xenophobia by means of criminal law, criminalizes public incitement to violence or hatred directed against a group of persons or a member of such a group by reference to race, colour, religion, descent, national or ethnic origin, and public condoning, denying or grossly trivializing genocide, crimes against humanity and war crimes. Racist and xenophobic motivation for any offence constitutes an aggravating circumstance.

11. In October 2010, a one-day seminar was co-organized by the respective Offices of the Ombudsman and the three religious groups of Cyprus (Armenians, Maronites and Latins), regarding the latter's history, culture and minority rights. This was funded by the European Commission through the European Community Programme entitled "Progress for Employment and Social Solidarity," which aims at combating discrimination and at promoting the benefits of diversity, for individual citizens of the EU and for Europe as a whole, and was held under the auspices of the Minister of Justice and Public Order.

Answer to question 11 of the guidelines

12. Non-applicable.

Article 3 of the Covenant

Answer to question 12 of the guidelines

13. The Equal Treatment in Employment and Occupation (Amendment) Law of 2007 [L.50(I)/2007] provides for reversal of the burden of proof in procedures other than criminal. It also gives the right to associations, organizations or other legal entities to engage, on behalf of or in support of the complainant, in any judicial and/or administrative procedure, with his/her approval.

14. The Equal Treatment in Employment and Occupation (Amendment) Law of 2009 [L.86(I)/2009], clarifies that the term "discrimination in employment" covers both discrimination in employment and discrimination in access to employment. Various awareness-raising actions, such as the issuing of informative leaflets, were undertaken in the period under review, aiming at informing the public and the social partners about the rights and obligations of employers and employees, to promote non-discrimination within the workplace regardless of age, sexual orientation, religion or beliefs, race or ethnic origin.

15. Moreover, the legal framework safeguarding women's rights has further improved with the introduction of a number of legislative provisions, particularly in the spheres of the family, employment, violence and trafficking. The Equal Treatment of Men and Women (Access to Goods and Services) (Amendment) Law of 2013 [L.89(I)/2013] is a recent

example of this. A commendable effort has been undertaken by the NMWR, relevant governmental authorities, equality bodies and NGOs, to raise awareness among women of their rights. Women are increasingly taking advantage of extrajudicial mechanisms (equality bodies) set up pursuant to legislation, with the mandate to investigate complaints of discrimination and violations of human rights.

16. A number of NAPs and strategies have been adopted, such as the NAPGE (2007–2013), and the NAPs on preventing and handling family violence (2010–2013) and on the combating of THB (2010–2012 and 2013–2015). The MJPO (Equality Unit) is now drafting the new Strategic Plan on Equality between Women and Men 2014–2017, in close collaboration with competent government departments, women's organizations and other NGOs, academic institutions and human rights bodies.

17. In addition to the NMWR, independent authorities, bodies/structures with various competences have been established during the period under review, in order to promote gender equality in the public sector, such as the Commissioner for Administration and Human Rights, the GECEVT and the Equality Inspectors of the DOL of the MLWSI. An important recent development demonstrating the Government's commitment to gender equality is the appointment, on 12 March 2014, of a Commissioner for Gender Equality, an independent institution, entrusted with competence to promote gender equality and elimination of all forms of discrimination against women.

18. Refer also to the answer given under question 13 below and to the relevant part of the answer given under paragraph 11 of the concluding observations below (as regards the Equality Body).

Answer to question 13 of the guidelines

19. Refer also to the answer given under question 12 above. The Equal Treatment of Men and Women in Employment and Vocational Training (Amendment) Law of 2009 [L.39(I)/2009], harmonizing with EU Directives 76/207/EC, 2002/73/EC and 2006/54/EC, basically: (1) revises the definition of "sex discrimination", "direct discrimination" and "indirect discrimination" so as to strengthen the protection afforded to victims of discrimination; (2) ensures equal treatment for both sexes as regards their membership of and involvement in workers' or employers' organizations, including the benefits provided for by such organizations; (3) clarifies the burden of proof rule and ensures that complainants can submit their complaints even if the employment relationship has ended; and (4) strengthens the GECEVT's independence and improves its structural characteristics and functionality, by allowing the Committee to buy the services of experts to assist it with its duties and purposes, including the provision of independent assistance to victims of discrimination.

20. During the period under review, the Ombudsman, in her capacity as the Independent Equality and Anti-Discrimination Authority, significantly contributed to the highlighting and promoting of gender equality issues in society as a whole through her investigations, interventions and reports. The Equality Inspectors of the DOL of the MLWSI also played a significant role in combating gender discrimination in employment. The enforcement of the equal treatment legislation in employment is also monitored by the GECEVT. Through awareness-raising campaigns, the NMWR contributed towards changing social attitudes and the elimination of gender stereotypes, which are still identified as major impediments to the advancement of women in Cyprus.

21. The MOEC's AP on Gender Equality in Education (2014) aims at promoting a comprehensive and systematic approach to gender equality policies in education and training.

Articles 4 and 5 of the Covenant

Answer to question 14 of the guidelines

22. See the core document (May 2014) submitted on 30 June 2014.

III. Part of the report relating to specific rights (arts. 6–15)

Article 6 of the Covenant

Answer to question 15 (a) (b) of the guidelines

23. Among other measures to enhance employment, the DOL of the MLWSI has implemented five employment incentive schemes through which employers are subsidized to recruit unemployed persons, targeting specific groups of unemployed persons such as the long-term unemployed, young persons, persons with disabilities, disadvantaged persons, and persons in the tourism industry. By the end of 2013, around 5,000 persons were employed under the said schemes. Refer also to the answer given under question 18 below: Attachment I.

Answer to question 16 of the guidelines

24. For the purpose of combating undeclared work, a special group of inspectors of the MLWSI was appointed in order to combat illegal and undeclared employment, especially in the construction sector. Moreover, the newly introduced Certificate of Commencement of Employment needs to be provided by the employer to the employee, in advance.

25. By the Granting of Social Pension Law [L.25(I)/1995, as amended], a benefit is granted to persons who are not entitled to a pension (i.e. workers in the informal economy). This benefit is payable to persons who at the age of 65 satisfy the prescribed residence conditions and are not entitled to a pension from any other source. As regards social pensions, refer also to the previous report (paras. 200, 206 and 265), and to the answers given under questions 27, 29 and 32, below.

26. Furthermore, a Council of Ministers' decision (No. 69.209, dated 5 August 2009) approved a household income support for pensioners with incomes under the limit of poverty. This measure replaced a special allowance given to pensioners whose pension was below a fixed amount. Refer also to the relevant parts of the answers given under questions 28 and 43(b) below.

Answer to question 17 of the guidelines

27. In accordance with the Termination of Employment Law (L.24/1967, as amended), workers who have been unfairly dismissed may appeal to the Industrial Dispute Court in order to pursue their rights and claim compensation.

Answer to question 18 of the guidelines

28. As regards the programmes/measures implemented by the MLWSI, see Attachment I.

Article 7 of the Covenant

Answer to question 19 of the guidelines

29. (a) The minimum wage was, until 2012, revised annually by a Ministerial Order that came into force on 1st of April of each year. Since 2013, it has remained unchanged due to the economic crisis. It covers 13% of the total of employees because its main objective is to protect those employees in professions not represented by a trade union and whose working conditions are rarely set by means of a collective agreement.

30. The minimum monthly wage upon recruitment is currently €870, while the minimum monthly wage for employees who have completed a six-month period of employment with the same employer is €924.

31. (b) Non-applicable.

Answer to question 20 of the guidelines

32. In accordance with the Organisation of Working Time Law [L.63(I)/2002, as amended], the working time in any week may not exceed 48 hours on average — including overtime — except for clerks, whose total hours of work should not exceed 44 hours per week — including overtime — and 8 hours daily, and shop employees, whose working hours must not exceed 38 hours weekly and 8 hours daily. Moreover, all employees are entitled to, at least, 11 uninterrupted hours of rest each day and a minimum period of 24 uninterrupted hours of rest weekly.

33. Compensation for overtime work is determined by law only for shop employees and hotel and catering employees. For any other occupation, the overtime pay is determined either by a collective agreement or by an agreement between the employer and the employee upon recruitment.

34. Paid Leave: (a) In accordance with the Annual Holidays with Pay Law (L.8/1967, as amended), all employees are entitled to at least 4 weeks' paid annual leave; (b) Paid Sick Leave is foreseen by law only for hotel and catering employees. For any other occupation, paid sick leave is determined either by a collective agreement or by an agreement between the employer and the employee upon recruitment; (c) Maternity leave of a total of 18 weeks is provided by the Maternity Protection Law (L.100 (I)/1997), as amended). Refer also to the answer given under question 36 below as regards the protection of maternity.

35. Unpaid Leave: (a) Parental Leave is provided to every working parent, mother and/or father, who has completed a continuous period of employment of at least six months with the same employer, for the purpose of taking care of and participating in the raising of a child. It can be up to 18 weeks, until the child reaches the age of 8; (b) Leave on grounds of force majeure: refer to the previous report (paras. 57–58).

Answer to question 21 of the guidelines

36. The DLR is promoting the implementation of a project entitled "Actions for Reducing the Gender Pay Gap" that is co-financed by the European Social Fund with a total budget of around €3 million. Its implementation started in July 2010 and will be concluded by the end of 2015.

37. Efforts to improve inspection mechanisms for equal pay legislation was introduced in 2012, including intensive theoretical as well as on-the-job training of officers and inspectors involved in the enforcement of equal pay and equal treatment in employment legislation. It is expected that 1,000 inspections on equal pay legislation will take place by the end of 2015, further contributing to reducing the gender pay gap.

Answer to question 22 of the guidelines

38. Sexual harassment in the workplace is covered by the Equal Treatment of Men and Women in Employment and Vocational Training Law [L.205(I)/2002, as amended]. The mechanisms that monitor its implementation are the Equality Authority (as the competent body to examine complaints regarding prohibited discriminations on the grounds of gender, in both the private and the public sector, in the fields of practice of occupation and vocational training, including sexual harassment in the workplace), the Equality Inspectors of the MLWSI and the courts.

39. Thirty-eight cases of sexual harassment in the workplace were submitted to the Equality Authority, from January 2008 until the end of 2013, of which six were found to be admissible and for which reports were submitted by the Equality Authority. As regards the Equality Authority, refer also to the relevant parts of the answers given under questions 12 and 13 above, and to the relevant part of the answer given under paragraph 11 of the concluding observations below.

Answer to question 23 of the guidelines

40. The Department of Labour Inspection of the MLWSI is responsible for the enforcement of the provisions of the Safety and Health at Work Law [L.89(I)/1996, as amended] and of the relevant regulations.

41. The Strategy of Cyprus on Safety and Health at work for the period 2007–2012, based on the EU Strategy 2007–2012, was implemented in cooperation with social partners and other stakeholders. During that period, a reduction by 27% of the frequency of work accidents was achieved. Furthermore, a new strategy together with an AP was approved by the Council of Ministers in March 2014.

42. Labour inspectors carry out unannounced inspections, planned inspections and targeted occupational safety and health inspection campaigns in workplaces in accordance with the annual AP.43.

43. They also investigate complaints, workplace accidents, occupational diseases and dangerous occurrences such as fires/explosions.

44. During 2013, the inspectors carried out 4,094 inspections for safety and health matters at workplaces falling under the provisions of the safety and health at work legislation. In cases of employers not complying with the said legislation, measures such as improvement and restriction orders are issued, and as a last resort, criminal prosecutions may be initiated. Pursuant to the said law, an employer may be fined with up to €80.000 for each infringement or with up to four years of imprisonment. In 2013, 31 court cases concerning breaches of the safety and health legislation at workplaces were completed.

Article 8 of the Covenant

Answer to question 24 of the guidelines

45. (a) There are no conditions for employees to join any trade union. Exempted from this right are the members of the Armed Forces.

46. (b) The Trade Unions Law (L.71/1965, as amended) guarantees trade unions' freedom in their organization of activities, which includes their right to federate and join international organizations.

Answer to question 25 of the guidelines

47. The DLR is responsible for mediating in labour disputes in the private and semi-government sector. The procedures for, and the types of, mediation in a labour dispute are laid out in the Industrial Relations Code and the Agreement on the Procedure for Labour Disputes in Essential Services.

48. The Industrial Relations Code, signed by the social partners in 1977, lays down in detail the procedures to be followed in conflict resolution and in labour disputes, and is highly respected by the social partners. Apart from the procedural provisions, it also reaffirms the participating parties' willingness to respect the fundamental rights/principles clearly laid down in the Code, namely: (1) the right to organize; (2) the right to collective bargaining, collective agreements and joint consultation; (3) the definition of issues proper for collective bargaining, joint consultation, and management prerogatives; and (4) the affirmation of strict adherence to the provisions of ratified ILO conventions.

49. The "Agreement on the Procedure for Labour Disputes in Essential Services" signed in March 2004 is an extension to the procedures provided for by the Industrial Relations Code. For reasons of uniformity, the Agreement was also extended to apply to essential services in the public sector by a Council of Ministers decision (No. 62.798, dated 2 November 2005).

Answer to question 26 of the guidelines

50. (a) The right to strike is guaranteed by article 27 of the Constitution as well as the Charter of Fundamental Rights of the EU. The right to strike is exercised freely and no obstructions have been observed. During 2013, 47 strikes took place, involving a total of 44,089 workers and resulting in the loss of 605,464 work days.

51. (b) Refer to the answer given under question 26 (a) above.

52. (c) The term "essential services" as defined in the "Agreement on the Procedure for Labour Disputes in Essential Services" refers to services whose interruption would endanger the life, personal safety or health of the whole of or part of the population.

Article 9 of the Covenant

Answer to question 27 of the guidelines

53. Refer also to the previous report (paras. 158–159). In addition: (a) the Social Insurance Law [L.59(I)/2010, as amended]; and (b) the Social Pension (Amendment) Law of 2012 [L.178(I)/2012], as well as (a) the Social Insurance (Contributions) Regulations of 2010 to 2013; (b) the Social Insurance (Benefits) Regulations of 2010; (c) the Social Insurance (Occupational Diseases) Regulations of 2010; (d) the Social Insurance (Medical Boards) Regulations of 2010 and 2013; (e) the Social Insurance (Occupational Training Expenditure) Regulations of 2010; and (f) the Social Insurance (Schemes Accounts) Regulations of 2010.

54. As to the existing branches of social security, refer also to the previous report (paras. 160–161). In addition, see Attachment II. Refer also to the answer given under question 36 below and to the relevant part of the answer given under paragraph 13 of the concluding observations below.

55. See Attachment III, Tables I and II, which show child benefit and single parent benefit rates for the year 2013, respectively.

56. Mother's Allowance: Mother's Allowance has been abolished, as of 31 December 2012.

Answer to question 28 of the guidelines

57. Refer to the previous report (paras. 172–220). Within the framework of Cyprus' Economic Adjustment Programme with the EC/ECB/IMF, pensions under the social security fund are frozen for the period 2013–2016.

58. Minimum pension is paid to persons eligible for old-age pension (provided that the total amount of old age pension they are entitled to is less than the amount of minimum pension). Minimum pension is paid 13 times in a year and is adjusted in the same way as the basic pension (the amount of the minimum pension is equal to 85% of the full basic pension).

59. In order to improve the standard of living of pensioners with income under the limit of poverty, the Council of Ministers approved a household income support (decision No. 69.209, dated 9/12/2009). This measure replaces the special allowance given to pensioners whose pension is below a fixed amount (pensioners who received the special allowance before 2009 continued to do so until December 2012 when the special allowance scheme was terminated). Refer also to the relevant parts of the answers given under questions 16 above and 43(b) below.

60. Within the framework of Cyprus's Economic Adjustment Programme with the EC/ECB/IMF, the guaranteed minimum income scheme was introduced in July 2014.

61. The new Guaranteed Minimum Income has replaced the existing household income support scheme of pensioners and public assistance benefit with the aim to supplement the minimum living costs of any person unable but willing to earn an adequate level of income. This just and effective social safety net is supported by active labour market programs focusing on getting those who can work back into employment and reinforcing their labour market prospects.

Answer to question 29 of the guidelines

62. Social pension is granted to persons over 65 years of age who are not entitled to a pension or other similar payment from any other source, and who satisfy the conditions of legal residence in Cyprus, in EU/EEA or Switzerland for a total period of at least 20 years from the date that the claimant reaches the age of 40 or for a total period of at least 35 years from the date that the claimant reaches the age of 18. In case of entitlement to a pension or another similar payment the rate of which is lower than the rate of the social pension, the entitlement to social pension is equal to the difference between the two pensions/payments. In 2013, the amount of social pension was €336.28. Refer also to the relevant parts of the answers given under question 16 above and question 32 below.

Answer to question 30 of the guidelines

63. Refer to the previous report (para. 197).

Answer to question 31 of the guidelines

64. No discrimination exists between men and women as regards age of access, qualifying periods and amounts of pension rights.

Answer to question 32 of the guidelines

65. Regarding the social pension, there is no discrimination between nationals and non-nationals. All legally residing persons who meet the qualifying conditions are entitled to social pension. Refer also to the relevant parts of the answers given under questions 16 and 29 above.

Answer to question 33 of the guidelines

66. The Granting of Child Benefit Law [L.167(I)/2002, as amended] applies to Cypriot nationals, to EU member State nationals and to third-country nationals, provided that residence conditions (habitual residence for the last 3 consecutive years in the areas under the effective control of the Government) are met. The period of residence in an EU member State is considered equal to the period of residence in the Republic. The single-parent benefit applies only to Cypriot nationals and to EU member State nationals. As regards the benefits concerned, refer also to the relevant part of the answer given under question 27 above (Attachment II and Attachment III).

Article 10 of the Covenant

Answer to question 34 of the guidelines

67. Refer to the previous report (paras. 220–221).

Answer to question 35 of the guidelines

68. (a) Through the State Aid Scheme of the SWS, under EU regulation 360/2012 for the provision of services of general economic interest (known as De Minimis), state aid is provided, on an annual basis, to NGOs as well as local authorities for the operation of programs concerning the field of social care. In the area of child care, the following are relevant: (1) day-care centres for preschool children in accordance with the Children Law (Cap.352, as amended), and relevant regulations; (2) day-care centres for school-age children in accordance with the Day-care Centres for School-Age Children Law [L.2(I)/96, as amended] and relevant regulations; and (3) child-minders in accordance with the Children Law (Cap.352, as amended).

69. In 2013, 62 day care centres for preschool children received state aid, with a total amount of €1.577,500. Approximately 3,659 children received care. Additionally, 67 day care centres for school-age children received state aid, with a total amount of €995,500. Approximately 2,552 children received care.

70. (b) The governmental policy concerning older persons focuses on providing the elderly with an adequate support so that they can remain in their normal living environment for as long as possible. The Public Assistance and Services Law [L.95(I)/2006, as amended] regulates the matter.

71. Article 8 (a) of the law provides certain benefits which cover the special needs of public assistance recipients, including home care, day care and residential care. Article 24 covers the provision of social welfare services in exceptional cases, to persons who are not public assistance recipients but are in need of care due to mental or physical incapacity or social distress. Cash benefits include the monthly fees paid for residential/day care, the home helper's salary and social insurance contribution, and pocket money for persons who live in public residential and community homes.

72. Children (i.e. persons under 18) with disabilities are entitled to public assistance, irrespective of their family income.

73. In the context of the state aid scheme described above [under question 35 (a)], support is provided to NGOs and local authorities for the operation of social care programmes at local level covering the needs of the elderly and people with disabilities. In 2013, 17 day care centres for the elderly received state aid, with a total amount of €304,000 (746 people), and 30 home care services programmes received €328,000 (989 people). As regards persons with disabilities, 43 programs (includes homes for 24-hour care and day

care centres for children and adults with disabilities) received state aid, with a total amount of €2,622,000 and 519 people receiving care.

Answer to question 36 (a) (b) (c) of the guidelines

74. The Maternity Protection Law [L.100(I)/1997, as amended] provides for 18 weeks' paid maternity leave and protects the worker during her re-entry into the workplace after the maternity leave ends. The law ensures that she will return to her previous or similar work with the same pay and that the time spent on maternity leave will count as time worked with regard to work-related benefits that are connected to her job position. It applies to all working women with the exception of the self-employed. Refer also to the relevant parts of the answers given under questions 20 and 27 above and under paragraph 13 of the concluding observations below.

75. In addition, since 2007, a special maternity grant is granted to unmarried mothers giving birth who do not qualify for the relevant provision of the Social Insurance Services, which is adjusted annually in accordance with the price index. For 2013, the grant amounted to €544.08. No paternity leave is granted at present.

76. The Equality Authority, in a report (November 2012) concerning a circular issued by the MOEC (May 2009), which gave an indicative list of grounds on which teachers are entitled to paid leave of absence for serious personal or family reasons, not including the birth of a child for a male teacher, concluded that, in order to achieve a more active involvement of the father in family life, his professional life should be facilitated taking into account the aspect of paternity and recommended an amendment of the said circular. The MOEC has complied with the Ombudsman's recommendation, issuing a new circular to that effect in February 2013.

Answer to question 37 (a) (b) (c) of the guidelines

77. The Protection of Young Persons at Work Law [L.48(I)/2001, as amended] prohibits completely work by children under 14 (section 6). It allows children over 14 to attend a programme of work training for the purpose of training to a profession, upon special permit granted by the Minister. Further, it allows children under the age of 15 to carry out cultural undertakings subject to conditions relating to their physical and mental health and attendance at school (section 7). It further restricts the hours of work for children between 15 and 18 years of age (sections 13 and 15). The law also provides for the appointment of inspectors and a committee for monitoring its implementation. A relevant informative leaflet was published in 2012 by the MLWSI.

Answer to question 38 of the guidelines

78. Refer also to the relevant part of the answer given under question 35(b) above. Abuse against the elderly is considered a criminal offence and should be reported.

79. Abuse of an elderly person by a family member is handled as a case of violence in the family, under the Violence in the Family (Prevention and Protection of Victims) Law [L.119(I)/2000, as amended]. Other abuse against elderly persons from persons outside the family is subject to the provisions of the Criminal Code (Cap.154, as amended). Services are provided for the protection and support of the victim.

80. The NAP for the Elderly 2005–2009 provides a holistic approach to issues affecting the elderly. It is monitored by an interdepartmental committee chaired by the Minister of Labour, Welfare and Social Insurance, on a regular basis.

Answer to question 39 of the guidelines

81. The Refugee Law [L.6(I)/2000, as amended] [(article 9(1), subsection (2)] provides that applicants seeking refugee status have the right to move freely within the Republic, and have access to free medical care if they do not have sufficient resources of their own as well as access to educational facilities of the public sector.

82. On the basis of a Council of Ministers decision (No. 265/2013) and in accordance with regulation 14 of The Refugee (Reception Conditions) Regulations of 2005 to 2013, material reception conditions are provided to applicants who live in the areas under the effective control of the Government, in order to safeguard an appropriate standard of living ensuring their good health and subsistence. Refer also to the relevant part of the answer given under paragraph 19 of the concluding observations below as regards aid granted for food, clothing and footwear by the SWS.

83. Asylum seekers have access to specific sectors of employment regulated by a ministerial order.

84. Family reunification of migrants: The Aliens and Immigration (Amendment) Law of 2007 [L.8(I)/2007], transposing EU Directive 2003/86/EC on the right to family reunification, provides that, under certain specified requirements, third-country nationals employed in the Republic can apply for family reunification with family members residing outside the Republic. These are: (1) possession of a residence permit for at least one year; (2) continuous and legal residence in the Republic for at least two years; and (3) reasonable prospects of obtaining permanent right of residence.

85. The Director of the CRMD can authorize the entry and residence in the Republic of: (1) the sponsor's spouse; (2) the minor children of the sponsor and of his/her spouse, including children adopted in accordance with a decision taken by the competent authority in the Republic or a decision which is automatically enforceable due to international obligations or must be recognized in accordance with international obligations; and (3) minors including adopted children of the sponsor where the sponsor has custody and the children are dependent on him/her. "Minors" are children below the age of 18 who are not married; the sponsor's spouse must be of a minimum age of 21.

86. Family reunification of refugees/beneficiaries of subsidiary protection: In accordance with articles 19(7) and 25(4) of the Refugee Law [L.6(I)/2000, as amended], family reunification is provided for family members of: (a) persons who have been granted refugee status and are holders of a three-year residence permit; and (b) beneficiaries of subsidiary protection and holders of a one-year residence permit.

87. International protection is granted to members of the family of a beneficiary of international protection who enter the Republic either at the same time as the beneficiary or thereafter. After the family relation has been proven, family members are issued with any document necessary for them to travel to and enter the Republic.

88. An interview and due investigation is conducted in every case to establish the credibility of beneficiaries of international protection and to prove the family relation, with full respect for family life and consideration of minor children's best interest.

89. As regards adult children, family reunification does not apply if the adult child lives on his/her own, is self-supported or has started a family of his/her own. On the other hand, family reunification applies in cases of financial dependence of the adult child of the beneficiary. If the beneficiary is a minor, family reunification applies for his/her mother and father. In some cases a DNA test may prove necessary, if there are no other means to prove the family relationship. There have been no requests for family reunification with foster children so far.

90. Pursuant to article 25(a) of the Refugee Law [L.6(I)/2000, as amended], in the case of unaccompanied minors in an effort to ensure their best interests, the competent authorities endeavour to locate the members of the minor's family as soon as possible. In cases where the life or integrity of the minor or his/her close relatives is threatened, the collection, processing and circulation of information concerning those persons is undertaken with the utmost confidentiality.

91. Pursuant to article 10(1) of the Convention on the Rights of the Child (ratified by L.243/1990), all applications for reunification of a child with his parent(s) follow simplified procedures and given priority bearing in mind the best interest of the minor.

92. Legislative changes: (1) Pursuant to article 10 of the Refugee Law of 2000 [L.6(I)/2000, as amended], the SWS are the guardian as well as the representative of the unaccompanied minors. Efforts are made by the CCR together with the Director of the MLWSI to promote an amendment of the Law so that legal representation will be granted to the CCR; (2) The Refugee (Reception Conditions) Regulations of 2005 to 2013 provide for public assistance to applicants for international protection, with the provision of financial aid or aid in kind in the form of monthly vouchers, covering the applicants' basic needs for food and clothing, as well as a monthly subsistence for rent, electricity, water and other expenses. Refer also to the relevant part of the answer given under paragraph 19 of the concluding observations below. The allowance granted to the applicants accommodated at the reception centers is €40 monthly per applicant plus €10 for every dependent living with the applicant; (3) The Refugee (Amendment) Law of 2013 [L.9(I)/2013] has set out the criteria determining which authority is responsible for the examination of subsequent applications (the "Asylum Service" or the "Refugee Reviewing Authority"); (4) The same amending law also provides the right of appeal against a negative decision of the Director of the Asylum Service in applications for family reunification; and (5) Two amending laws were enacted and came into force on 15 April 2014, transposing directives 2011/95/EC (on standards for the qualification of third-country nationals or stateless persons as beneficiaries of international protection, for a uniform status for refugees or for persons eligible for subsidiary protection, and of the content of the protection granted) and 2005/85/EC (on minimum standards on procedures in Member States for granting and withdrawing refugee status) respectively.

Answer to question 40 of the guidelines

93. (a) The Violence in the Family (Prevention and Protection of Victims) Law [L.119(I)/2000, as amended] penalizes all acts of domestic violence including marital rape and sexual abuse. It also provides special provisions for children.

94. As to the sanctions provided for offences, see Attachment IV. For statistics, see http://www.police.gov.cy/police/police/nsf/All/013FA5A3E54B1BACC2257BEC003A67B74/$file/Serious%20first%20half%202013. Statistics on convictions on rape or attempted rape are not available at present.

95. (b) The NAP on the Prevention and Combating of Domestic Violence (2010–2013) has the following objectives: (1) prevention of violence in the family; (2) sensitization and training of professionals and the public; (3) application of legislation; (4) protection of victims of domestic violence; and (5) coordination and evaluation of the implementation of the NAP.

96. The Social Services Officers of the SWS receive complaints of violence and carry out investigations, offer advice and family counselling, make arrangements for an immediate medical examination of the victim, take all necessary steps for the commencement of criminal proceedings against perpetrators, and carry out investigations of the accommodation/financial affairs of the family and the perpetrator, if a restriction order

is being considered. In order to encourage individuals to report cases of violence against women and children, family counsellors accept anonymous referrals. Emphasis is given to the mobilisation of NGOs concerning the prevention and handling of violence in the family (through financial and technical support).

97. The Cyprus Police has compiled the "EU Police Handbook" on overcoming attrition in domestic violence cases. It is available at the webpage http://www.eucpn.org/goodpractice/search.asp?category=7&country=3&keyword=attrition.

98. The Police is also a partner in the Leonardo program "Standardized Tools on Domestic Violence Risk Assessment-Strengthening the Professional Capacity of European Police Officer", aiming at increasing its capacity in assessing the risk of domestic violence.

99. (c) The Advisory Committee set up under the Violence in the Family (Prevention and Protection of Victims) Law [L.119(I)/2000, as amended] has specified responsibilities pursuant to article 7(1) of the law: see Attachment IV. Regarding the training of professionals in matters related to violence in the family, the SWS provide basic training for new recruits that covers all the services provided by the SWS, including issues related to violence in the family. Safeguarding the best interest of the child is a central aspect of the basic training and focuses on legislation, procedures and best practices in the handling of cases. All Social Services Officers receive ongoing training.

100. Police officers are trained on the psychosocial aspects and dynamics of domestic violence on a systematic basis. The informative brochure "Useful Advice for the Prevention of Attacks against Women" was published by the Police in 2012, both in Greek and in English, covering issues of safety in various circumstances. In addition, it offers advice on how to handle instances of rape victims. The campaign entitled "Violence in the Family is a Crime a Double Crime," was launched in November 2008 via an informative brochure and a televised broadcast. Other campaigns are carried out in cooperation with various NGOs on an annual basis, with informative brochures distributed to the public.

Answer to question 41 of the guidelines

101. (a) The Combating of Trafficking and the Exploitation of Human Beings and the Protection of Victims Law [L.87(I)/2007, as amended] specifically penalizes THB. Pursuant to the said law, "trafficking" includes sexual exploitation, forced labour, slavery or similar practices or servitude, removal of human organs, etc. The law further contains provisions for the prevention of THB, the identification and protection of victims and the prosecution of perpetrators.

102. The Prevention and Combating of Trafficking and Sexual Exploitation of Persons and of the Protection of Victims Law of 2014 [L.60(I)/2014] which came into force on 15 April 2014 makes a more holistic and effective approach for the prevention and combating of THB, by harmonizing with the: (1) Framework decision of the Council of 15 March 2001, as regards the status of victims in relation to criminal proceedings (2001/220/JHA); (2) Council directive 2004/81/EC of 29 April 2004 on the residence permit issued to third-country nationals who are victims of trafficking in human beings or who have been the subject of an action to facilitate illegal immigration, who cooperate with the competent authorities; (3) directive 2011/36/EU of the European Parliament and of the Council of 5 April 2011, on preventing and combating trafficking in human beings and protecting its victims, and replacing Council Framework Decision 2002/629/JHA; and for the purposes of better implementation of the (1) United Nations Convention against Transnational Organized Crime of 15 November 2000, and protocols; (2) Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others, 21 March 1950; (3) Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography, 25 May 2000; and (4) the

Council of Europe Convention on Action against Trafficking in Human Beings. See Attachment V as regards statistical data concerning cases of THB and other related offences for the years 2008–2013.

103. (b) The National Action Plan Against Trafficking in Human Beings 2013–2015 sets a comprehensive framework to address THB. It covers all aspects of the problem, from coordination to prosecution and data collection and evaluation, and sets time frames for proposed measures.

104. Following the provisions of the Combating of Trafficking and the Exploitation of Human Beings and the Protection of Victims Law [L.87(I)/2007, as amended], a National Coordinator and a MCGTHB for issues of THB have been designated (MOI) with the task of taking all necessary measures for combating THB and protecting victims. In accordance with the laws, any person identified as a victim — irrespective of nationality or whether he/she wishes to be a prosecution witness, before and during the temporary residence permit for reflection — has the right to: (1) obtain information; (2) receive public assistance if necessary; (3) receive emergency medical treatment and further free medical treatment, if necessary; (4) receive treatment and psychological support; (5) safety and Police protection; (6) receive free translation and interpretation services, if necessary; (7) legal aid under certain conditions; (8) protection of his/her personal data; and (9) access programs or systems provided by the State or NGOs, for the purpose of reintegration or improvement of his/her professional skills.

105. Moreover, law 105(I)/2014, which came into force on 11 July 2014, harmonizing with paragraph 2 of article 20 of directive 2011/93/EU on combating the sexual abuse and sexual exploitation of children and child pornography, expanded the free legal aid scheme to minor-victims so as to claim need-based compensation. Legal aid includes advice, assistance and representation in court. Informative material, ranging from victims' rights to health care, labour relations and visa-entry requirements, has been published for third-country nationals, in several languages.

106. Informative leaflets have been issued, in six languages, by the MLWSI regarding the rights and obligations of foreign workers and have been disseminated through the Cyprus diplomatic authorities in countries with high risk for THB.

107. The Government Shelter for Victims of Sexual Exploitation, operating since November 2007, has a capacity of 15 persons. Victims are admitted for a period of 4 weeks only, but the time can be extended if required. The shelter provides support and information concerning psychological aid, health services, employment opportunities etc.

Article 11 of the Covenant

A. Right to the continuous improvement of living conditions

Answer to question 42 of the guidelines

108. Cyprus applies the EU commonly agreed definition where the risk-of-poverty threshold is set at 60% of the median equivalised income (after social transfers). In accordance with the European harmonized survey on income and living conditions (EU-SILC 20120 – income reference 2011), the risk of poverty rate for the general population was 14.7%. Income inequality (as measured by the ratio S80/S20) was 4.7%. Social transfers reduced the risk of poverty by 19.5% percentage points (34.2% before social transfers and 14.7% after social transfers).

Answer to question 43 of the guidelines

109. (a) In line with the Europe 2020 Strategy, the Government has set a national target for the reduction of poverty and social exclusion by reducing the number of people at risk of poverty and social exclusion by 27,000 people or by decreasing the percentage of people at risk of poverty and social exclusion from 23.3% in 2008 to 19.3% by 2020. The "National Reform Programme" annually submitted to the European Commission presents the strategy to combat poverty. This year, Cyprus will submit to the European Union its National Social Report, which will focus on recently implemented reforms and policies in the areas of social inclusion, pensions, health and long-term care. Moreover, following the publication of the Social Investment Package in February 2013, the Government is preparing a National Strategy for Social Policy for the period 2014–2020, based on a multidimensional and holistic approach.

110. (b) The main policy instrument for combating poverty and social exclusion is the granting of public assistance through the Public Assistance and Services Law [L.95(I)/2006, as amended]. This aims at ensuring a socially acceptable minimum standard of living subject to eligibility criteria for persons and their families legally residing in the Republic. Any person whose income and other economic resources are insufficient to meet his/her basic and special needs, as defined in the legislation, may apply for public assistance, which may be granted in the form of monetary support and/or services. The total amount received by the claimant varies in accordance with the number of dependent persons, special needs (i.e. care, rent), and the applicant's income. Refer also to the answer given under question 28 above concerning the introduction of the Guaranteed Minimum Income.

111. The SWS are also implementing the Programme "Work and Social Activation of People in Vulnerable Groups through the Development of Social Skills and Other Action," which involves active measures to promote the employment and social activation of people in vulnerable groups through the development of social skills and other actions. The Programme receives 70% co-financing by the European Social Fund. People who are further away from the labour market and facing a higher risk of exclusion can also benefit from a special programme run by the municipalities in cooperation with NGOs. The SWS has also launched the project "Subsidisation of Social Care Services within the Framework of Family and Employment Reconciliation", aimed at integrating inactive or unemployed women into the workforce, co-financed by the European Social Fund, which is a further step in combating poverty and social exclusion. Refer also to the relevant part of the answer given under question 18 above (Attachment I). By a Council of Ministers decision (No. 69.209, dated 5 August 2009), the scheme "Grants to Pensioners' Households with Low Income" is being implemented. This is a cash benefit scheme addressed to pensioners' households whose total annual income is below the poverty threshold. Members of households receiving pension from the Social Insurance Fund (old age, incapacity, widow etc.), social pension, or pension from any occupational pension scheme applicable in Cyprus are eligible to apply. The number of persons living in the household determines both the poverty threshold and the amount of the benefit paid.

112. The total income received by the members of the household deriving from pensions, employment and revenue from rentals, dividends and accrued interest is taken into account. The grant added to the total household income cannot exceed the poverty threshold.

113. The poverty threshold for a household with one person (1 unit) for the year 2013 was determined at €10,324 based on standard statistical methodology. The duration of the grant is annual and it is paid on a monthly basis. See Attachment VI, Table I, which shows the amount of the grant for a household with one person for the year 2013.

114. Refer also to the relevant part of the answers given under questions 16 and 28 above.

B. The right to adequate food

Answer to question 44 of the guidelines

115. The MANRE ensures the availability of affordable food, in sufficient quantity and quality, with the proper implementation of the Common Agricultural Policy through the Rural Development Programmes, the Direct Payments and the Common Market Organization. Regarding measures taken to ensure the availability of food free from adverse substances, the MANRE is implementing the EU legislation on organic production and labelling of organic products under EU directive 834/2007. The general objectives of organic production include the production of products of high quality and the production of a wide variety of food and other agricultural products that respond to consumers' demand for goods produced under processes that do not harm the environment, human health, plant health or animal health and welfare.

Answer to question 45 of the guidelines

116. The Mediterranean diet has been included in the UNESCO Representative List of Intangible Cultural Heritage. As a consequence of this, the MANRE, in cooperation with the MOEC and other stakeholders, is planning to implement various measures at the national level aimed at promoting the Mediterranean diet. These measures and implemented actions will aim, among other things, at transferring knowledge and skills in relation to the production and consumption processes of products included in the Mediterranean diet, and at informing the public on traditional methods of cultivation and use of products.

Question 46 of the guidelines

117. Non-applicable.

Answer to question 47 of the guidelines

118. Non-applicable.

C. The right to water

Answer to question 48 of the guidelines

119. (a) The relevant measures are: (1) augmentation of water supply through desalination; and (2) maximization of reuse of tertiary treated waste water for irrigation in replacement of equal quantities of fresh water for domestic purposes.

120. (b) Refer to the answer given under question 50 below.

121. (c) Affordability for drinking as well as irrigation water services was examined during the special study for the implementation of article 9 of directive 2000/60/EC of the European Parliament and of the Council establishing a framework for Community action in the field of water policy. The aim was to ensure that water services are provided at affordable prices to everyone.

122. (d) The quality of water is monitored by an authorized quality-control system, based on the Quality of Water Intended for Human Consumption (Monitoring and Control) Law [L.87(I)/2001, as amended], which targets accuracy and fast response.

Answer to question 49 of the guidelines

123. Water-consciousness campaigns are launched on a constant basis to raise awareness on water-saving issues, the protection of the aquatic environment and the hygienic use of water, through lectures carried out by the Water Development Department both at schools

and to groups of farmers, and through media broadcasts, advertisements, leaflets and events related to water.

D. The right to adequate housing

Answer to question 50 of the guidelines

124. Refer to the answer given under question 51 below.

Answer to question 51 (a) (b) (c) of the guidelines

125. Almost all housing units offer basic amenities such as water, electricity, bath or shower, heating etc. More specifically: (1) 98.1% have hot and cold water supply inside the house, 0.6% have only cold water supply inside the house, 0.05% have water supply outside the house (in the yard) and only 0.04% have no facilities for the provision of water; (2) toilets of the flush type within the house are available in 97.9% of housing units, 1.0% have this type of toilet outside the house and only 0.08% of the housing units have a non-flush type of toilet; (3) a fixed bath or shower within the house is available in 97.7% of housing units; (4) a kitchen in a separate room is available in 92.2% of housing units, a kitchenette is available in 5.65%, a kitchen outside the house is available in 0.4% of housing units and only 0.24% of the units have no kitchen facilities; and (5) 31.5% of the housing units use central heating [(25.8% use central heating (kerosene), 3.8% use central heating (electric) and 1.9% use central heating (gas)], while fixed room units of hot air are used by 29.7% of the housing units, 26.7% of the housing units use stoves with gas, electricity or kerosene, storage heaters are used by 3.0%, and fireplaces are used by 5.4%.

126. No homeless people were enumerated during the population census of 2011 carried out by the Statistical Service.

127. Housing schemes provided by the MOI include schemes especially tailored for the population displaced from their homes due to the 1974 Turkish invasion as well as schemes for the general public. The fundamental objective of housing schemes for displaced persons is the securing of a satisfactory level of living and acceptable housing conditions until the solution of the Cyprus Problem and the return to their properties.

128. The Law on Provision of Housing Concessions to Displaced Persons and Other Persons [L.46(I)/2005, as amended] provides for the implementation of housing schemes, such as the provision of housing state-aid grants and rent subsidies. The housing schemes for the general public include the comprehensive-housing scheme and the housing schemes provided by the Cyprus Land Development Corporation.

129. Due to the current economic situation in Cyprus and the substantial budget cuts in 2013, budget reforms were introduced to the comprehensive housing schemes and the schemes for displaced persons. In particular, certain schemes were abolished and financial aid was reduced.

130. The housing schemes for displaced persons are: (1) self-help housing on private land: applicants are granted financial aid in order to build a housing unit on their own private land; (2) purchase of apartment/house scheme: applicants are granted financial aid in order to purchase a housing unit; and (3) rent subsidy: applicants are granted rent subsidy. The self-help housing on residential plots on government land scheme and the low-cost government housing estates scheme were abolished by decisions of the Council of Ministers (No. 75.007, dated 29/4/2013 and No. 75.007, dated 29/4/2013, respectively).

131. Other housing programmes include (1) the housing scheme for low-income households: a grant and low interest rate repayment period loans are offered to low-income families for the purchase of flats built by the Cyprus Development Land Corporation; and

(2) housing programmes for the repair of houses for public assistance recipients: a grant is provided to public assistance recipients who own a house for the repair or extension of their house. The scheme will be integrated into the welfare system which will apply from 1 July 2014 by the MLWSI.

132. The allocation of building plots for low-income families in communities and the comprehensive housing scheme are currently suspended.

Answer to question 52 of the guidelines

133. In the Town Planning and Country Law [L.90/1972, as amended] there is a general provision for the preparation or the amendment of development plans so as to secure an orderly development in the interests, among other things, of health (arts. 11 and 18A of the law).

134. Industrial areas and inhabited areas have to remain separate. This is taken into account in the preparation and amendment of development plans. Accordingly, consultations with the relevant departments take place, extension of housing zones or new industrial or other pollution-emitting zones are contemplated. These aspects are taken into account in the decision process of the Planning Authority. Where zone extension or new zones are permitted, certain provisions are incorporated into the development plans of each relevant chapter, to ensure the health of the inhabitants in the housing zones. Relevant regulations are the Town Planning and Country (Accidents related to Dangerous Substances) Regulations of 2003 and 2008.

Answer to question 53 of the guidelines

135. An eviction can only be made after a court order pursuant to the Rent Control Law (L.23/1983, as amended).

Answer to question 54 of the guidelines

136. See Attachment VII, Table 1, as regards statistical data for the number of evictions took place per district during the years 2009–2013.

Article 12 of the Covenant

Answer to question 55 of the guidelines

137. The Strategic Plan 2007–2013 of the MOH focuses on three major policy pillars: (a) development and improvement of health-care services; (b) prevention and management of health threats and; (c) inclusion of health in all policies. The relevant webpage is http://www.moh.gov.cy/moh/moh.nsf/E8765DF6DF924BDCC2257864003AC43F/$file/Strategic%20Plan%202007-2013.pdf.

138. Cyprus is currently under an economic adjustment programme governed by the Memorandum of Understanding (MOU) between Cyprus and the "troika", which includes a number of structural and cost-containing reforms.

139. *Structural reforms*: These aim at improving the quality and efficiency of the health-care system. The main reforms relate to the implementation of the NHS and to public hospitals, other health facilities and the organisation and management of the MOH, which is expected to be fully operational by mid-2016.

140. *Cost-containing reforms (implemented in 2013)*: (a) Compulsory health-care contribution for civil servants and civil servants pensioners and co-payments for using public health-care services, is in force; (b) the cost of services provided to non-beneficiaries

has been increased by 30% to reflect the associated costs of medical services; and (c) the MOH has started negotiations with the doctors' trade unions for amending the existing overtime payment system in order to continue offering quality services to patients and at the same time reduce the overtime cost.

141. Primary health-care services, which include health-care centres and outpatient departments, are delivered by public and private providers. The public sector includes 38 health-care centres (30 rural and 8 urban) in the Nicosia district. Moreover, primary health-care services are carried out by the outpatient departments of five districts and two specialized hospitals. All centres are well equipped and adequately staffed by health professionals who provide curative services, health promotion and preventive services (i.e. maternal and child health care), immunization coverage, health education and school health care, and prescribing and other pharmacy services.

142. The outpatient departments of public hospitals cover all specialities and visits are scheduled by appointment. They provide services daily from 7:30 to 15:00. Also, primary health-care services are offered by urban centres in each of the three main districts (Nicosia, Limassol and Larnaca) from 7:30 to 20:00 every day (except weekends). Teams of health professionals from each health-care centre visit about 235 different villages weekly or every second week in order to provide basic primary health-care services.

143. The annual number of visits to the outpatient departments of public hospitals is slightly higher than to health-care centres. In accordance with the European Health Interview Survey (2008), in the last 12 months a percentage of 59.3% of the population visited a specialist, whereas only 11% had visited a general practitioner (GP) (Statistical Service, 2010a). This utilization imbalance is evidence that GPs do not have a gate-keeping role. The average number of public-sector primary/ambulatory visits is 2.8% per person per year and it is thought that a comparable number of visits per person occurs in the private sector. An increase in the number of visits in the public sector is expected as a result of the current economic crisis. A significant portion of primary health-care services is provided by the private sector, whereas almost all doctors are specialists and are supported by modern medical diagnostic equipment. Sources of primary health care are workers' unions that provide ambulatory services to their members through contracted private sector health facilities and doctors.

Answer to question 56 of the guidelines

144. (a) Health care ensures geographical and functional access to prevention and treatment services for the entire population. For the elderly and persons with disabilities, the cooperation between the MOH, the local authorities and various NGOs ensures community-based care. Through the cooperation of the local authorities and certain NGOs, persons with mobility problems are assisted to access the rural and urban health-care centres. Home-nursing services improve integration, and offer community-based programmes and ongoing support to meet the needs of elderly and disabled persons. The elderly benefit from integrated care and case management where required, through coordination between health-care services and community support providers.

145. (b) Health-care services are accessible to everyone in Cyprus. The public sector ensures provision of services to economically weaker groups of the population, especially vulnerable groups such as women and the children of immigrants. The insurance coverage in the private sector has a range of schemes that ensure basic services at affordable prices. Moreover, in the private sector, the Medical Association determines the price list for medical services in order to facilitate accessibility and ensure transparency.

146. (c) The Medicinal Products for Human Use (Control of Quality, Supply and Prices) Law [L.70(I)/2001, as amended], harmonizing with EU directive 2001/83/EC, provides that

all medicinal products for human use must have a marketing authorization in order to be placed on the market, which is granted to an applicant after an assessment and positive evaluation of a medicinal product's quality, safety and efficacy. Moreover, all medicinal products are continuously monitored for safety after being on the market by a European-wide pharmacovigilance system. Medicinal products are procured through an elaborate, meticulously regulated distribution system in order to ensure their safe keeping and authenticity, among other parameters. They are dispensed to the public through private and governmental pharmacies, under the supervision of registered pharmacists who are required to maintain the medicinal products under the appropriate conditions so as to safeguard their quality.

147. (d) The MOH offers coordinated education to health professionals in accordance with the needs of every service. Lifelong education on human rights and patients' rights, including relevant legislation, is regularly offered.

148. In matters of education in medical ethics, respect for human rights, and violence issues, there is a close collaboration with the World Health Organization (WHO) and the relevant NGOs. These are also included in the curriculum of medical and nursing schools, nationwide.

Question 57 of the guidelines

149. (a) Lectures are provided by school health services to girls of 12 years on puberty and to girls of 15 years on topics related to reproduction, contraception, and HIV/AIDS and other sexually transmitted diseases. Services for reproductive and maternity issues for women of childbearing years are offered by health visitors.

150. Measures by the MOH to reduce stillbirths include: (1) examinations of pregnant women; (2) genetic counselling to high risk-groups; (3) deliveries are undertaken by specialised staff; and (4) obstetric emergency services exist in all public hospitals and private gynaecological clinics.

151. Reporting on stillbirths has been mandatory since 2011. Regarding the development of children, screening programmes for newborns and infants are conducted. The physical and neurological development of children is regularly monitored by paediatricians and health visitors. These services are accessible to all.

152. The Council of Ministers approved, in 2011, the establishment of the National Committee for the Protection, Promotion and Support of Breastfeeding in Cyprus, consisting of civil servants, NGOs and health-professional bodies. Its main goal is to promote and support breastfeeding, as the exclusive way of nutrition for infants for the first 6 months of their life. As part of the implementation of the "National Strategy on Breastfeeding," various activities are organised by the Committee.

153. (b) The Quality of Water Intended for Human Consumption (Monitoring and Control) Law [L.87(I)/2001, as amended] is fully harmonized with the relevant EU directive 98/83/EC.

154. The competent authority for the implementation of the law are the PHS, which reports to the director of the MPHS, the public health officers/inspectors of the PHS, and the public health inspectors of the municipalities. The SGL is responsible for all water analyses required by the said law. The MOH is responsible for protecting consumers' health, by ensuring that water consumed, distributed, marketed or produced meets the highest standards specified in the legislation. National control plans for sampling and testing drinking water are prepared annually, based on Cyprus and EU legislation.

155. Drinking water sampling plans cover approximately 1,391 fixed sampling points.

156. In accordance with Annex II (Table B1) of law 87 (I) /2001, as amended, the sampling frequency should be estimated in accordance with the volume of daily water consumption per water supply zone, with 298 supply zones nationwide.

157. The PHS, in collaboration with the SGL, evaluates the results of each analysis and prepares a triennial report that is submitted to the European Commission and is posted on the official website of the MOH. Reports for the years 2005–2007 and 2008–2010 have been submitted to the European Commission and the chemical and microbiological quality of the water is considered satisfactory. For the years 2008–2010, the results showed that in cities and in large distribution systems — where chlorination systems are used — the quality of drinking water is very good and complies with EU directive 98/83/EC. The occurrence of chlorides, sulphates and sodium is the most problematic aspect. However, it is within the indicator parameters, and its duration is mainly short-term due to hydrological changes and to the water drought that has occurred in Cyprus in recent years.

158. Measures taken by the MOH for the protection of public health include the prevention of water-borne infections, the securing of adequate standards for the quality and wholesomeness of water, and adequate information provided to consumers. If the result of the analysis of any sample taken shows that the value prescribed in the relevant legislation is exceeded, the Director of MPHS must immediately take the appropriate measures to inform the population of the affected areas about the potential risk to human health, inform water suppliers about his findings and propose measures for the protection of public health – including interruption of the supply or restrictions on use.

159. (c) Regarding the prevention of epidemic diseases, childhood vaccination is offered free of charge to all children by public sector pediatric departments as well as by school health services. Vaccination coverage is monitored through surveys on infants aged between 17 and 24 months that are undertaken every 3 years. The MOH works very closely with the European Centre for Disease Prevention and Control and with WHO in order to prevent and control epidemics. In the case of outbreak of an epidemic, endemic, occupational or any other disease, patients are treated in private and public hospitals with practices that ensure high medical standard therapies, based on international protocols.

160. (d) The main aim of the Governmental Drug Services is to ensure ongoing assessment and care for drug users entering the treatment system. Care for drug users includes drug health-care services and social services. The Governmental Drug Services were successful in: (1) establishing a collaborative network between all drug services and all other services (mental health, education, employment, welfare etc.); and (2) implementing care coordination and case management.

161. All Governmental Drug Services currently perform the following: (1) outpatient psychosocial intervention; (2) inpatient psychosocial intervention; and (3) maintenance/ substitution treatment. The system is currently being overhauled and a uniform documentation system is currently being set up to regroup this tri-fold pattern into two categories – outpatient and inpatient bio psychosocial interventions.

162. Currently, Governmental Drug Services comprise the following: (1) two treatment units for drug-addicted adolescents, which provide outpatient psychosocial and rehabilitation interventions to adolescent users of non-illicit (e.g. alcohol) and illicit (e.g. cannabis, cocaine) drugs on the basis of individual therapy, group therapy and family therapy; (2) two treatment units for drug-addicted adults, which provide outpatient psychosocial and rehabilitation interventions to adult users of non-illicit (e.g. alcohol) and illicit drugs (e.g. cannabis, cocaine) on the basis of the under (1) mentioned above; (3) one inpatient treatment unit, which provides inpatient medically-assisted detoxification to users of non-illicit (e.g. medications) and illicit drugs (e.g. opioids) – whereas certain psychosocial services are provided in addition; (4) one inpatient and outpatient treatment

unit for people addicted to alcohol and other legal drugs, that provides inpatient detoxification and outpatient psychosocial and rehabilitation interventions for patients addicted to legal drugs (alcohol, medications); and (5) inpatient programmes in the criminal justice system, which provide detoxification, psychosocial and rehabilitation interventions for drug-addicted prisoners. Currently, the treatment of addiction in prison is abstinence-oriented. There is a recognised necessity for development of OST services in prison in accordance with WHO guidelines. For the operation of the newly established medical centre in the prisons' premises "Ward 10", a piloting cooperation framework between the MOH and the MJPO has been developed, which includes specific provision for the medical examination and evaluation of every newly-arrived prisoner by health professional within 24 hours of his/her admission to the prison's establishment. Also, a multidisciplinary team will be assessing the whole prison population. A single comprehensive health-care record is also introduced.

163. (e) The "National AIDS Programme" is implemented in accordance with the principles of prevention of transmission of the virus and the reduction of the social and personal consequences of HIV infection. Sex workers are offered free condoms. Several actions targeting vulnerable groups are included in the said programme.

164. Prenatal transmission is kept at extremely low levels, both due to the low prevalence of HIV infection in women and due to the measures taken for the prevention in isolated cases of perinatal transmission of the virus from pregnant, HIV-positive women. All pregnant women are offered testing and counselling for HIV and all seropositive pregnant women and their newborn are provided with free regimens. The treatment is based on the European HIV/AIDS guidelines. The implementation of the prevention programmes regarding HIV infection is based on the "National Strategic Plan 2011–2015" and is monitored by the National Committee, appointed by the Council of Ministers, which also monitors the implementation of the National Aids Plan.

165. Following an Ombudsman's report in October 2011 concerning the access of HIV-positive persons and patients with AIDS to the labour market, the MLWSI expanded the vacancies where HIV-positive persons and patients with AIDS may apply with priority. Refer also to the answer given under paragraph 23 of the concluding observations, below.

166. (f) The price of medicinal products sold in the private sector is set by a Price Control Committee, which sets a maximum wholesale and retail price, taking into account the status of the economy, as compared to other EU member States.

167. The Government procures medicinal products intended for use in government-owned hospitals through a system of public tenders. The majority of the population is eligible to receive free or low-cost health and pharmaceutical care through the public sector. The placing on the market of medicinal products under the Medicinal Products for Human Use (Control of Quality, Supply and Prices) Law [L.70(I)/2001, as amended] is largely determined by free-market forces. However, there are provisions and mechanisms that enable the competent authorities to licence and to procure otherwise unavailable products for reasons of public health. Medicinal products to treat HIV and other chronically debilitating and life-threatening diseases (i.e. cancer, degenerative neurological disorders) that can be costly are procured by the Government through a public tender system and are offered to patients free of charge.

168. (g) MHS promote the care and therapy of mental health patients by taking into account: (1) the recommendations of the WHO and the EU; (2) the bio-psychosocial model, focusing on the patient's individual needs; and (3) the principle of the decentralization of MHS by transferring MHS from the psychiatric hospital to the community. Each district has its own multidisciplinary team of mental-health professionals, there are four day care centres — one in each district — (the Famagusta district is covered by the day care centre

of Larnaca), as well as two vocational rehabilitation units – one in Nicosia and one in Limassol. There is an inpatient unit for children and adolescents and a unit for adolescents with eating disorders at the Makarios Hospital in Nicosia and outpatient services for children and adolescents in all districts. Effective prevention programs and systematic information campaigns in collaboration with the MOEC and NGOs relating to mental-health issues are in place, as well as strategies for the promotion of mental-health patients' rights in the community and the reduction of stigma and discrimination through sensitization of the public. A policy for the continuous professional and scientific training of staff is also implemented.

169. Regarding the judicial control of confinement, MHS are being systematically supervised by the Mental Health Supervisory Committee, which is established in accordance with the Psychiatric Treatment Law [L.77(I)/97, as amended]. The Committee periodically visits services or institutions without prior notice and issues relevant recommendations that are always taken on board.

170. MHS are also under the periodic supervision of the CPT whose recommendations are taken on board. A bill regulating matters relating to the care and treatment offered to mental health patients in the community will soon be submitted to the House of Representatives, providing, inter alia, for a committee responsible for supervising and controlling the functioning of the community-based units and the services offered in the community in general.

Article 13 of the Covenant

Question 58 of the guidelines

171. The MOEC places special emphasis on redefining the aims and the key content of national curricula. Provisions for the prevention of the negative consequences that may accompany children from disadvantaged socioeconomic environments and diverse backgrounds, or children with special needs, are in place.

172. Education — public, private, formal or non-formal — is designed to strengthen respect for human rights and fundamental freedoms as their basic component. The MOEC has undertaken specific actions to incorporate human rights in school curricula, including in educational policies, policy-implementation measures and the professional development of teachers. As part of the revised curricula, the innovative school subject of Health Education has been introduced. This includes separate thematic units that cover economic, social and cultural rights.

Question 59 of the guidelines

173. (a) Education in Cyprus is compulsory and free for all children from the age of 4 years and 8 months (one year before enrolling in a primary school) up to the age of 15 (lower secondary education). Refer also to the previous report, paragraphs 379 and 381.

174. (b) Public schools are financed by the Government and funds are granted annually to the local school boards in accordance with the School Boards (Amendment) Laws of 2005 and 2006 [L.70(I)/2005 and 69(I)/2006]. Public primary and secondary school education is free.

175. (c) Widening disparities and marginalization of vulnerable groups, due to the economic crisis, have made it necessary for the MOEC to promote educational measures and policies to support children in need and facilitate the smooth integration of vulnerable groups, especially children. Particular attention has been placed to public investment, where educational priorities were re-examined and adjustments made. All financial-assistance

schemes for pupils and students have been redesigned on the basis of income-related criteria. Pupils in public schools receive school books free of charge.

176. Recently, a uniform monthly low fare has been introduced for all bus transportation of secondary-education pupils. Free bus transportation is still provided for pre-primary and primary-education pupils. A new scheme will be introduced, exempting a number of secondary-education pupils from bus-transportation fares. For the student grant, refer also to the relevant part of the answer given under question 61 below.

Question 60 of the guidelines

177. (a) Refer to the previous report, paragraphs 242, 377 and 383.

178. (b) Secondary technical and vocational education programmes are offered at public technical schools in various fields of study. In order to further promote participation in secondary technical and vocational education and to support the integration of school dropouts into the workplace and into society in general, two evening technical schools have been established. The post-secondary institutes of vocational education and training began their operations in 2012 and their objective is to provide students with the necessary qualifications by imparting academic and technical knowledge, as well as professional and practical skills.

Question 61 of the guidelines

179. Various measures have been implemented in order to make higher education equally accessible to all. These measures have been intensified over the last years, considering the increased number of institutions of higher education and the increased number of programmes of study. In accordance with the Institutions of Tertiary Education Law [L.67(I)/96, as amended] and relevant regulations, Cyprus's higher education institutions are equally accessible to all, on the basis of academic criteria and capacity. Refer also to the previous report (paras. 393–394).

180. For entry into private universities and institutions of higher education, prospective students must at least have graduated from a six-year high school and hold a high school leaving certificate or its equivalent. For admission to a postgraduate programme, candidates must hold a degree from an accredited university.

181. Public universities charge fees. However, the fees of undergraduate European students attending public universities are covered by the MOEC.

182. The fee policy of private universities and private institutions of higher education is governed by the Private Universities (Establishment, Operation and Control) Law [L.109(I)/2005, as amended] and the Institutions of Tertiary Education Law [L.67(I)/1996, as amended] respectively, which make no distinction on grounds of nationality. The said institutions may determine fees based on EU and non-EU nationality.

183. The Student Grant Law of 2011 [L.188(I)/2011, as amended), with effect from 1 January 2012, replaced the Provision of the Special Grants Law [L.77(I)/1996, as amended]. In accordance with the said law, a beneficiary of the student grant can only be a family that resides in the Government-controlled areas, whose child regularly attends a recognized/accredited tertiary educational institute (private or public), in Cyprus or abroad, for an undergraduate or graduate course of study and meets the relevant income and property-assets criteria.

184. The basic amount of the student grant, as well as the additional amount of the student grant related to tuition fees and to the number of dependent children in the family attributed to beneficiaries, depends on the total family income.

185. See Attachment VIII, which shows the student grant rates for the year 2013.

Question 62 of the guidelines

186. The CERE carries out an annual literacy-research study for all primary-school pupils, in grades 3 and 6. This study aims at identifying pupils at risk of remaining functionally illiterate in language and mathematics after the completion of their compulsory education. The CERE is currently involved in a number of international studies addressing literacy.

187. Literacy rates for persons 15+ years of age are very high in Cyprus (99%, Population Census, 2011). In terms of adult literacy, the adult education centres provide literacy courses to a number of adults.

188. The Lifelong Learning Strategy includes adult learning education and is implemented alongside other important national and European planning documents.

189. The National Committee for Lifelong Learning is responsible for coordinating and monitoring the implementation of the Strategy, for the evaluation of the effectiveness of the measures taken, and for possible adjustment proposals. Lifelong learning programmes are currently being developed and are offered by numerous public institutions.

190. The adult education centres provide general adult education within the framework of offering lifelong learning opportunities. Their main objective is the general development of every adult's personality, as well as the development of citizens and society in general.

191. The MOEC also implements an AP for the promotion of the "Renewed European Agenda for Adult Learning" in order to address current and future socioeconomic, demographic and technological challenges faced by EU citizens and to increase participation in adult learning. In this respect, several activities are being implemented.

Question 63 of the guidelines

192. Refer also to the previous report, para. 436. In addition, children belonging to religious groups can attend their respective minority schools — which receive state subsidies — thus being able to preserve their language, identity and culture. These children can also attend state mainstream schools, where awareness of the historical presence of religious groups in Cyprus is promoted.

193. The MOEC is also promoting multicultural education, aiming at including pupils from third countries, as well as other EU member States, in the Cyprus educational system.

194. The CCR issued, on 28 December 2013, a report on the circumstances of education in the 18th Elementary School, which was communicated to the Minister of Education and Culture and the Minister of Labour, Welfare and Social Insurance. The report includes the findings of the CCR and makes specific recommendations in relation to: (1) composition of the school population and the specific pedagogical needs; and (2) social integration and cooperation with the Roma community [see http://www.childcom.org.cy/ccr/ccr.nsf/DMLindex_gr/DMLindex_gr?Open Document].

195. The new Minister of Education and Culture instantly reacted positively to the report, had a meeting with the CCR and visited the school, committing himself to implement the CCR's recommendations.

196. In a report dated 27 September 2011 submitted to the MOEC, the "Anti-Discrimination Body" called for the strengthening of its efforts to facilitate the access of Cyprus Roma students to education which corresponds to their particular characteristics and allows the evolution of their culture, while also minimizing drop-out and school failure rates as much as possible. As a response to this report, the MOEC informed about particular

actions that will take place concerning the education and the particular needs of Cyprus Roma students.

Question 64 of the guidelines

197. The admissions criteria are the same for boys and girls at all levels of education. The right of education is granted to everyone without discrimination based on gender.

198. The new curricula promote gender equality. For the school year 2013–2014, emphasis was placed on "Cultivating Active Citizenship with Emphasis on Social Solidarity". In promoting this goal, actions were developed to eliminate all forms of stereotyping.

Question 65 of the guidelines

199. Refer also to the previous report, paragraphs 242 and 377.

200. In addition, all necessary measures are taken so that effective access to compulsory education for all is guaranteed. A systematic effort is being made to increase access to education for all children and to strengthen the quality of the educational process. Zones of Educational Priority are established in areas with high percentages of pupils from disadvantaged backgrounds and non-native-language speakers.

201. The operation of the zones yielded positive results — reduction in pupil dropouts, reduction of school failure and of referrals to the Educational Psychology Service. This contributed to an overall improvement of school success. In 2013, the percentage of early leavers was reduced to 9% — below the headline target that had been set at 10%.

202. Moreover, in 2010–2011, school dropout was non-existent in primary education, whereas in secondary education in 2009–2010, this percentage was 1.6%.

Article 14 of the Covenant

Question 66 of the guidelines

203. Non-applicable.

Article 15 of the Covenant

Question 67 (a) (b) (c) (d) of the guidelines

204. In the framework of the Support Programme for Cultural Activities, communities in Cyprus organize cultural activities covering all artistic domains.

205. All cultural events organised or fully/partly subsidized by public funds have a heavily reduced entrance fee. Students, soldiers and retired persons have free access to all cultural events organised by the MOEC, while reduced-price tickets are available to persons with disabilities and multi-member families.

206. An online digital cultural portal will be launched soon. This ambitious project will provide easy access for users on all available information about cultural activities in Cyprus.

Question 68 of the guidelines

207. The protection of cultural diversity and the promotion of awareness of the cultural heritage of religious minorities, as well as the creation of favourable conditions for them to

preserve, express and disseminate their identity, history, culture, language, traditions and customs, are among the priority goals of the Cultural Services.

208. There are various programmes of subsidy and collaboration between the Cultural Services and the three religious groups of Cyprus. Within the context of these programmes, state financial aid is provided to their cultural centres and foundations. The implementation of a subsidy programme for the publication of translations of literary works written by Turkish-Cypriot authors into Greek and vice versa further promotes intercultural dialogue and diversity.

209. With regard to the measures taken to protect the language of the Armenian and Maronite religious groups, the MOEC is following a structured approach towards the protection and promotion of the Armenian and Maronite Arabic languages. This approach includes: (a) the overall direction of education: new curricula which are currently under formative evaluation, including specific goals and activities which promote knowledge about the religious groups of Cyprus and their languages; (b) specific APs and/or activities: (i) CMA: implementation of the AP submitted by the Committee of Experts for the revival and empowerment of the CMA; and (ii) Armenian: the protection and promotion of the Armenian language is mainly safeguarded through the functioning of the "Armenian Schools Nareg," which are fully subsidized by the MOEC.

210. With regard to strengthening the teaching of CMA, the language continues to be taught in the following contexts: (1) lessons provided at the Saint Maronas School; (2) financial support for a project offering childcare and language-immersion afternoon lessons; and (3) supporting the summer camp that aims at promoting the learning of the CMA language by young people in an enabling and culturally appropriate context.

211. Cyprus is a party to the Framework Convention for the Protection of National Minorities, 1 February 1995, and to the European Charter for Regional or Minority Languages, 1 February 1995, and submits regularly its national report thereunder.

Question 69 of the guidelines

212. Great emphasis is placed on art education, since it contributes to various developmental areas and promotes overall human development. The Visual Arts Curriculum adopts a child-centred approach. Learners' interests and experiences are utilized in real authentic contexts. Moreover, due to the country's rich cultural history and activity, public and private institutions of higher education and universities in Cyprus provide opportunities for professional education and scientific development in the field of culture and the arts.

Question 70 (a) (b) of the guidelines

213. Universities are involved in research and work with members of local, national and international communities. All universities are funded by national programmes, as well as programmes funded by international organizations, and are engaged in research synergies and student exchanges. The internal regulations of higher educational institutions include provisions to ensure affordable access to the benefits of scientific progress and its applications for everyone.

Question 71 of the guidelines

214. (a) Refer also to the previous report (paras. 556–559). Pursuant to the Copyright and Related Rights (Amendment) Law of 2012 [L.207(I)/2012], the burden of proof for offences of infringement of the intellectual property rights of authors now lies with the defendant.

215. The intellectual property rights of authors are sufficiently protected by the Copyright and Related Rights Law (L.59/1976, as amended).

216. (b) Material interests are protected by "Collective Societies of Authors" in Cyprus and under the Copyright and Related Rights Law (L.59/1976, as amended). There is no state intervention in this matter.

217. (c) Non-applicable.

218. (d) There is a good balance between the legal measures adopted in Cyprus and the State party's obligations, recognized under this Covenant.

Question 72 of the guidelines

219. Regarding scientific research and creative activity with respect to higher education in Cyprus, the relevant laws are: (1) the University of Cyprus Law (L.144/89, as amended); (2) the Cyprus University of Technology Law [L.198(I)/2003, as amended]; (3) the Open University of Cyprus Law [L.234(I)/2002, as amended]; and (4) the Private Universities (Establishment, Operation and Control) Law (L.109(I)/2005, as amended]. There are no restrictions in relation to this freedom.

Question 73 of the guidelines

220. One of the main goals of the Cultural Services is the conservation and development of culture, and the encouragement of international contacts and cooperation. Within the framework of various bilateral agreements, signed between the Government and other countries and foreign cultural centres, a great variety of activities in all artistic domains is carried out.

IV. Responses to the concluding observations

221. The present part deals with responses to the principal subjects of concern and recommendations of the concluding observations (Part D of document E/C.12/CYP/CO/5), to the extent that the principal subjects of concern, and the suggestions and recommendations, of the Committee have not been dealt with in Part II, above.

Responses to the principal subjects of concern and recommendations

Paragraph 9 of the concluding observations

222. The Commissioner for Administration (Ombudsman) (Amendment) Law of 2011 [L.158(I)/2011] transferred the competences of the NHRI established in 1998 to the Ombudsman, creating the National Independent Authority for Human Rights, with express powers and competence for the promotion and protection of human rights. Effort is being made to apply for accreditation the current year.

Paragraph 10 of the concluding observations

223. In an effort to identify discriminatory attitudes or manifestations in Cypriot society, the "Anti-Discrimination Body" conducted a number of public opinion surveys regarding different grounds of discrimination. The surveys were financially supported by the European Commission as part of the framework of the "Community Action Programme to Combat Discrimination": the first survey focused on ethnic discrimination. It examined the attitudes and beliefs of Cypriots towards people of Pontiac origin and the attitudes and beliefs of Pontiacs towards Cypriots. The second survey concerned religious

discrimination. It examined the attitudes and beliefs of Christian Orthodox people towards people coming from different religious backgrounds in Cyprus. The third survey focused on the attitudes and beliefs of Cypriots towards people with disabilities. The fourth survey studied the phenomenon of sexual harassment in employment. In order to address issues that were revealed by the aforementioned studies, the State took a number of measures which are set out in the present report under the relevant articles. The "Progress Community Programme" (2010) carried out by the Equality Body is a series of events/ activities aimed at combating discrimination: media campaigns, funding of surveys and seminars, creation of a dedicated website, publication of informative leaflets with information on the competences of the Equality Body, organization of a one-day seminar on matters relating to the religious groups.

224. Recent actions against discrimination included: (1) two school competitions in 2012 and 2013, whose object was the creation of a poster/video and of a school newspaper on issues related to racism and xenophobia, participation in the campaign "No Hate-Speech Movement" (initiated by the Council of Europe and implemented by the Cyprus Youth Organization), the drafting of a glossary on basic terms and concepts, relating to discrimination and racism, participation in the Network against Violence, regarding racist incidents at schools, and cooperation with the MOEC in the drafting of a code on handling racist and homophobic incidents.

225. Pursuant to the Legal Aid Law [L.165(I)/2002, as amended], any natural person (national and non-national) who is unable to pay the costs of legal proceedings is entitled to legal aid. The applicant's financial situation, the interest of justice, the gravity of the case and other relevant circumstances are taken into account. Legal aid is granted in civil and criminal proceedings before the courts for specific violations of human rights safeguarded by the Constitution or by international human rights treaties.

226. Pursuant to the Legal Aid (Amendment) Law of 2009 [L.132(I)/2009] harmonizing with EU directive 2005/85/EC (on minimum standards on procedures in Member States for granting and withdrawing refugee status), refugees and asylum seekers can make use of the legal aid scheme with respect to court proceedings under article 146 of the Constitution against a decision rejecting their application for asylum.

227. The Legal Aid (Amendment) Law of 2011 [L.172(I)/2011] (in line with EU directive 2008/115/EC of the European Parliament and of the Council of 16 December 2008 on common standards and procedures in Member States for returning illegally staying third-country nationals) applies to cases of judicial proceedings in Cyprus for returning illegal third-country nationals when lodging a recourse before the Supreme Court, in accordance with article 146 of the Constitution against a deportation order and/or a decision on entry ban.

228. In order to facilitate Turkish Cypriots who apply for the issuance of official documents, six Turkish language interpreters are employed. They are appointed in the CRMD and the district offices of Nicosia. The application forms can also be found in Turkish.

Paragraph 11 of the concluding observations

229. The financing of the operation of the Ombudsman's Office relies on a dedicated budget assigned directly to it. Despite the severe economic constraints Cyprus is facing, the budgetary appropriations of the Ombudsman's Office have not been decreased (as was the case for all government departments and also other similar independent authorities) nor has the Ombudsman requested any increase in its budgetary appropriations, given the current financial constraints which have inevitably affected all areas.

Paragraph 12 of the concluding observations

230. The Council of Ministers decided (decision No. 75.317, dated 19 June 2013), to recognize children of IDP mothers as displaced persons, entitled to all rights the children of IDP fathers have regarding all existing benefits (e.g. housing schemes). The necessary legislative amendment is due to be enacted.

Paragraph 13 of the concluding observations

231. The gender pay gap in Cyprus further declined to 16.2% in 2012, compared to 16.4% in 2011 and 16.8% in 2010 (according to Eurostat official data) – the EU average being 16.4% in 2012. Within the framework of the "Actions for reducing the gender pay gap" project, officers and inspectors of the MLWSI and of the Ombudsman's Office have received intensive training on the enforcement of the equal treatment in employment/ equal-pay legislation. The project includes, among other things, the improvement of the inspection mechanisms for equal pay legislation and the establishment of a Gender Equality Certification Body.

232. It is expected that 1,000 inspections on equal-pay legislation will be carried out by the end of 2015, aimed at monitoring and further reducing the gender pay gap.

233. An inspection mechanism has been additionally set up to safeguard the enforcement of the Equal Treatment between Men and Women for the Same Work or for Work to which Equal Value is attributed Law [L.117(I)/2002, as amended].

234. Actions are also being currently implemented in the educational sector aimed at eliminating occupational and sectoral segregation and training the Career Counselling and Educational Services faculty – a total of 10,000 primary and secondary education teachers and 5,000 parents.

235. The financial crisis has put the female workforce in a particularly disadvantaged position, since a great majority of women are employed in unskilled, low-skilled occupations, or part-time work. National legislation protects all women against gender inequality, whether they work in full-time or part-time, permanent-work placement or on contract, low-skilled or high-skilled work. The Maternity Protection (Amendment) Law of 2011 [L.70(I)/2011] ensures the strictest possible protection against dismissal of pregnant workers and/or any conduct considered as discriminating against this group of workers.

236. The legislative framework for the promotion of gender equality in employment includes the Equal Treatment of Men and Women in Employment and Vocational Training Law [L.205(I)/2002, as amended] and the Maternity Protection Law [L.100(I)/1997, as amended].

237. The Equal Treatment of Men and Women in Employment and Vocational Training (Amendment) Law of 2009 [L.39(I)/2009], harmonizing with EU directives 76/207/EEC, 2002/73/EC and 2006/54/EC, inter alia: (1) modifies the definition of "sex discrimination," "direct discrimination" and "indirect discrimination," so as to strengthen the protection afforded to victims; (2) ensures equal treatment for both sexes regarding their membership of, and involvement in, an organisation of workers or employers or any organisation whose members carry on a particular profession, including the benefits provided for by such organizations; (3) clarifies the burden-of-proof rule and ensures that complainants can submit their complaints even if the employment relationship was terminated; and (4) strengthens the GECEVT's independence and improves its structural characteristics and functionality.

238. The Maternity Protection Law [L.100(I)/1997, as amended] provides for paid maternity leave of a total of 18 weeks and ensures protection from dismissal for pregnant workers, provided that they have notified their employer in writing of their pregnancy. The

Maternity Protection (Amendment) Law of 2011 [L.70(I)/2011] has further enhanced the protection afforded to pregnant women in that: (1) it prohibits the dismissal, notice of dismissal and actions taken to ensure the total and final replacement of a pregnant employee; the period of protection begins once the pregnant employee notifies the employer of the fact that she is pregnant in writing and ends three months after the end of maternity leave; (2) in cases where the employee is dismissed, or given a notice for dismissal before she has a chance to notify the employer of her pregnancy in writing, then she is given five days to provide a medical certificate that confirms her pregnancy. In this case, the employer must recall the dismissal and hire her back for the entire period of protection; (3) in cases where the baby is hospitalized right after delivery for 21 days, the mother is entitled to an extra week of maternity leave. For every additional 50% of the 21 days that the baby is hospitalized, the mother is entitled to another week of maternity leave. The maximum maternity leave that she is allowed is 6 additional weeks; and (4) when returning to work, the pregnant employee's rights are safeguarded, including benefits that are related to the post of work, but not including bonuses that are dependent on the quantity or value of work produced. Refer also to the relevant part of the answer given under question 27 above and to the relevant part of the answer given under question 36 above.

239. The GECEVT, established in 2002 by the Equal Treatment of Men and Women in Employment and Vocational Training Law [L.205(I)/2002, as amended], is responsible for promoting social dialogue between the representatives of employers and employees, as well as with NGOs that have a legitimate interest in promoting equality between men and women. It can review the laws and regulations that govern labour relations as regards matters of equality between men and women and suggest their re-examination.

240. It has been appointed as the competent body for providing victims of discrimination with independence assistance, including legal representation in court.

241. The GECEVT's mandate has greatly empowered efforts to promote gender equality in the workplace through a significant number of publications and information dissemination through radio and TV spots on the subject.

242. Refer to the relevant part of the answer given under question 12 above relating to the NAPGE 2007–2013.

243. The balanced participation of women and men in decision-making positions in public and political life has remained a priority for the NMWR, in line with the NAPGE. Relevant measures include awareness-raising campaigns with the broad participation of women's organisations, political parties and the media, dissemination of statistical data and research findings, exchange of good practices in the framework of conferences and seminars, particularly in view of the Euro-Parliamentary Elections of 2009 and the Parliamentary and Local elections of 2011.

244. In view of the European Parliamentary Elections of 2014, a public consultation between the Minister of Justice and Public Order and women's organisations, political parties and the media, was organised in December 2013 on the "Participation of Women in Political and Public Life." Most of the participants strongly supported the introduction of quotas and other positive action measures, in order to accelerate progress in this area.

245. Currently women hold high State posts, such as Law Commissioner, Commissioner for the Protection of Children's Rights, Commissioner for the Environment, Commissioner for the Reform of the Civil Service, Commissioner for Humanitarian Issues, Commissioner for Gender Equality and European Commissioner (2009–2014). Further, women have been appointed as chairs or vice-chairs of semi-governmental organization boards.

246. As Chairman of the NMWR, the Minister of Justice and Public Order had consultations with the major women's organisations in order to obtain their views regarding the restructuring and strengthening of the NMWR.

247. The Equality Authority submitted a report on the balanced participation of women and men in decision-making positions in political and public life. Despite the undeniable progress that has been achieved, gaps and gender inequalities still remain – largely due to persisting patriarchal structures and outdated traditions. The Ombudsman has maintained that in order to achieve a balanced participation of women and men in the decision-making process, practical measures confirming the importance of the principle of equality in political and public life must be taken.

248. According to the NAPGE, the participation of women in decision-making process is a priority. During the last Parliamentary and Local elections, awareness-raising campaigns were conducted in cooperation with women's organizations, political parties and the media. Dissemination of statistical data and research findings as well as exchange of good practices proved a useful tool. Women have an important role in the peace process as advisers to the leader of the Greek Cypriot community and members of the negotiating teams. They participate in bi-communal training seminars/workshops for professionals and civil society. The Government encourages women NGOs' involvement and initiatives in support of the peace process. For the NAPGE, refer also to the answer given under question 12 above.

Paragraph 14 of the concluding observations

249. According to the statistical data kept by the Social Insurance Department, third-country nationals represent a proportion of 10% of the total employed population of Cyprus, while the proportion of third-country nationals unemployed is only 4% of the total unemployment.

250. Third-country nationals permanently residing in the Republic have full access to employment. A significant proportion of third-country nationals are in the country for temporary employment – for up to 4 years after securing a post and upon signing a contract of employment with an employer. The same terms and conditions apply to nationals and third-country nationals, in accordance with the labour legislation and relevant collective agreements.

251. The DLR has established a mechanism for resolving complaints, specifically designed to address the needs of migrant workers at each district DLR office. Complaints regarding violations of their contract of employment are examined within 3 weeks of the date they are received. The complaints mechanism either provides necessary advice so as to find mutually agreed solutions and maintain the employment relationship, or resolves the complaint through the signing of a release agreement.

252. Inspections take place in agricultural properties and farms so as to track illegal work and to inspect working and living conditions.

253. The Council of Ministers adopted an NAP (2010–2012) on the integration of migrants legally residing in Cyprus (decision No. 71.101, dated 13 October 2010). By another decision of the Council of Ministers (No. 72.672, dated 10 October 2011), an Advisory Committee was vested with powers to monitor and assess relevant national policies. By a Council of Ministers decision (No. 74.746, dated 20 February 2013), a more thorough assessment of the NAP 2010–2012 and the preparation of an updated version to cover the years 2014–2016 was initiated.

254. The 2010–2012 NAP consisted of 8 priority pillars, with specific objectives and specific actions for their implementation, as well as timetables, and financing sources of the

actions. These included areas such as information, employment, education, health care, housing and participation.

255. Within the context of the EU's Cyprus Presidency of the Council during the second semester of 2012, the MOI hosted an "Experts Conference on Integration of Immigrants," which discussed the role of local and regional authorities and communities in shaping and implementing policies on integration of immigrants.

256. The Equality Authority, in a report concerning a decision of the Minister of Labour, Welfare and Social Insurance, according to which the employment of asylum seekers is allowed exclusively in agricultural and stockbreeding activities, concluded that the decision constituted a violation of the equal treatment principle, and recommended its immediate revocation. In compliance, the Minister of Labour, Welfare and Social Insurance issued a new decision expanding the areas of employment available to asylum seekers.

257. Cyprus has not yet signed or ratified the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, as there is an official position by the EU on this matter stating that, at present, the EUMS are not in a position to sign or ratify it as its text raises "several insurmountable difficulties". Cyprus transposed into national legislation the relevant European Acquis, fostering the rights of the migrants and of their families, such as Council directive 2003/86/EC on family reunification, Council directive 2003/109/EC concerning the status of third-country nationals who are long-term residents, the "return directive" 2008/115/EC, etc.

Paragraph 15 of the concluding observations

258. In a report of October 2013, the Ombudsman, in her capacity as NHRI, underlined that residence status should be given to persons who have been legally residing for many years in Cyprus and have lost their residence status. Particular attention should be given to families with children.

259. Recognizing the fact that undocumented migrants are among the most vulnerable groups of migrants subject to discrimination, Cyprus places special emphasis on combatting illegal employment, with measures against employers who illegally employ third-country nationals. Specifically, the Aliens and Immigration Law (Cap.105, as amended) was amended in 2012 (L.100(I)/2012) with a view to toughening sanctions against employers for illegal employment, and improving detection mechanisms, while providing for protective measures designed to redress injustices suffered by illegal immigrants.

260. Equality in employment of disadvantaged ethnic groups is safeguarded through the implementation of the Equal Treatment in Employment and Occupation Law (L.58(I)/2004, as amended), which lays down a general framework for combating discrimination on the grounds of racial or ethnic origin in employment and occupation, harmonizing with EU equality directive 2000/43/EC, and covers equality in treatment for people irrespective of their racial or ethnic origin in access to work, conditions of employment and/or dismissals and pay and access to vocational training, among other things. The legislation does not cover, however, difference of treatment based on nationality and is without prejudice to provisions and conditions relating to the entry and residence of third-country nationals and stateless persons in member States, and to any treatment which arises from the legal status of the third-country nationals and stateless persons concerned.

261. Although the possibility of promoting the regularization of undocumented migrants cannot be contemplated at present, a special residence permit for any third-country national residing illegally in Cyprus in accordance with Article 15 (b) of the Regulations issued under the Aliens and Immigration Law (Cap.105, as amended) may be granted on a case-by-case basis.

Paragraph 16 of the concluding observations

262. The MLWSI safeguards equal treatment of non-EU national domestic workers as regards terms and conditions of employment (set by a ministerial committee) through written contracts signed by the employer and the foreign employee. In relation to complaints submitted by foreign workers, a specific procedure is followed. Refer also to the answer given under question 14 above (regarding the part of the answer relating to the competence of the DLR to examine complaints regarding violations of employment of contract of migrants).

263. The Safety and Health at Work (Amendment) Law of 2011 [L.33(I)/2011] also applies to domestic work. The said law, and all the relevant regulations, now cover domestic workers.

Paragraph 17 of the concluding observations

264. Terms of employment for third-country workers are specified by contract between the employer and the employee, and approved by the MLWSI. Terms of employment of foreign workers in the areas of farming, agriculture, industry and commerce are those foreseen in collective agreements and safeguard equal treatment between all workers in Cyprus. For domestic workers, the terms of employment are set by the MOI since there is no collective agreement in force.

265. In accordance with the criteria for employment of workers from third countries, the employer is obliged to provide housing facilities.

Paragraph 18 of the concluding observations

266. Regarding legal aid, refer to the relevant part of the answer given above, under paragraph 10 of the concluding observations.

267. *Medical care*: In accordance with article 21(1) (b) (vii) of the Refugee Law [L.6(I)/2000, as amended], a person recognized as a refugee is entitled to the same treatment afforded to citizens of the Republic, under the relevant laws and regulations, relating to free medical care. The competent authorities ensure that refugees have full access to free medical care and that they are not discriminated against compared to Cypriot citizens.

268. Asylum seekers can seek the assistance of the PES in order to find employment.

269. The covering of material needs of third-country nationals, who are asylum seekers, or temporary residents on humanitarian grounds, is based on the Refugee Law [L.6(I)/2000, as amended] and granted on the basis of a decision of the Council of Ministers (No. 75.517, dated 18/7/2013) and a form published by notification in the Official Gazette of the Republic, in accordance with regulation 14 of the Refugees (Reception Conditions) Regulations of 2005 to 2013. Aid for food, clothing and footwear is provided by vouchers, which are redeemable at numerous providers who have signed a contractual agreement with the SWS. Reimbursement for electricity, water supply and petty expenses is made by financial aid. Also, the rent is paid every month directly to the owner.

270. Persons belonging to vulnerable groups, including illegal immigrants, prisoners, children of illegal immigrants, and asylum seekers, are entitled to the necessary medical care free of charge. The MOH, despite the pressure of budget cuts, is trying to maintain the access to health-care treatment, particularly to vulnerable groups. In December 2011, adopting a recommendation of the CCR, the MOH issued a circular to all public health-care institutions directing them to facilitate the prompt granting of any required health-care services to all pregnant women and children belonging to vulnerable groups (including those who are not otherwise entitled, and even if they are illegally in Cyprus). The CCR

monitors regularly the situation of these children and intervenes to the competent authorities with recommendations relating to individual cases and immigration issues in general.

Paragraph 19 of the concluding observations

271. Cyprus has adopted and is implementing a strategy to combat domestic violence through: (1) the Violence in the Family (Prevention and Protection of Victims) Law [L.119(I)/2000, as amended]; (2) the "Manual of Interdepartmental Cooperation on Domestic Violence" (a cooperation between governmental agencies and NGOs), which provides a framework of how professionals should collaborate, focusing in particular on interdepartmental cooperation. It is addressed to those who work in the SWS, the Police, the MPHS, the Educational Services, the Law Office of the Republic and the relevant NGOs; (3) the mobilization of NGOs concerning the prevention and handling of violence in the family; (4) through the Grants-in-Aid Scheme, financial and technical support is provided by the SWS to the Association for the Prevention and Handling of Violence in the Family; and (5) providing adequate victim support, inter alia by creating sufficient shelter capacity.

272. Public officers of the MOH, the MOEC, the Police Department and the SWS have a mandatory duty to report to the Attorney-General's Office any referrals regarding concerns, suspicions or evidence of family violence, including domestic violence. Pursuant to article 35A of the Violence in the Family (Prevention and Protection of Victims) (Amendment) Law of 2004 [L.212(I)/2004], any person who omits to report a case of violence against a minor or a person having severe mental or psychological deficiencies, which came to his or her knowledge, commits an offence and is liable to a sentence of imprisonment up to 2 years or a fine or both.

273. There are two specialized shelters for victims of domestic violence, one in Nicosia and the other in Paphos, operated by the Association for the Prevention and Handling of Violence in the Family. Both are subsidized by the State.

274. As regards court cases on domestic violence filed in court, in accordance with police statistical data for the years 2005–2008 there is a ratio of 2 guilty to 1 non-guilty verdict on average. Police statistics on domestic violence are available on the Cyprus Police website: http://www.police.gov.cy/police/police.nsf/All/5A9011B3BE3E14B1C2257B4F002E6CE7/$file/FamilyAbuse%20gia%20web.pdf.

275. The ratification of the Istanbul Convention is expected to be effected and relevant comprehensive policies in the field will be implemented thereunder.

Paragraph 20 of the concluding observations

276. Since the abolition of artists' visas and the implementation of the new policy regulating working permits for performing artists, the number of third-country nationals entering the Republic to work as performing artists has drastically decreased (from 1,136 work permits in 2009 to 55 in 2013).

277. As previously mentioned (refer to the relevant part of the answer given under question 41(b) above), the SWS support victims of THB by providing public assistance and by helping them in receiving aid from other services. Female victims of THB for sexual exploitation can stay at a government shelter and males are assisted in finding other accommodation.

278. The cooperation between governmental services and NGOs in the fields of protection and assistance for victims has considerably improved. In addition, the NGO "Mediterranean Institute for Gender Studies" is drafting the manual on the national referral

mechanism, which — inter alia — regulates the manner of cooperation between governmental and non-governmental services.

279. The Police is responsible for the physical protection of victims and for conducting individual risk assessments for victims of THB. In accordance with the statistical data kept by the Office for Combating THB of the Police, 11 persons have been convicted for committing offences under the Combating of Trafficking and the Exploitation of Human Beings and the Protection of Victims Law [L.87(I)/2007, as amended], since 2011 (see Attachment IV). The low number of convictions remains a challenge that calls for the systematic training of investigators, prosecutors and judges. Police officers serving in the criminal investigations departments, immigration departments and community police are trained on matters concerning THB. Emphasis is placed on identifying victims of THB and the investigation and prosecution procedure of cases of THB. Combating THB is expected to be more effective under the new law 60(I)/2014. Refer also to the answer given under question 41 above.

280. The Police has issued a manual and a handbook to assist police officers coming into contact with presumed victims. It addresses issues such as the differences between human smuggling and THB, international THB, indicators of THB victims, victims' mindset etc. Routine checks are also carried out in clubs and cabarets with regard, among other things, to work permits.

281. See Appendix II as regards statistical data concerning cases of THB and other relative offences for the years 2008–2012.

282. The Ombudsman, in her capacity as the NHRI, proceeded with a thorough investigation of the legal and institutional framework for supporting victims of THB, as well as combating and preventing THB in Cyprus. After the issuance of her report, she organized a round-table discussion with all stakeholders to discuss the different aspects of THB and to find solutions to improve the current deficient framework. The Ombudsman also contributed to the preparation of an awareness campaign in the media.

Paragraph 21 of the concluding observations

283. As regards the housing schemes, refer to the answer given under question 51 above, under the heading "Housing Programmes and Policies".

284. The amounts of €34,172, €34,172, €34,000, €34,000, €28,000 and €20,000 for the years 2007, 2008, 2009, 2010, 2011 and 2012 respectively, were provided for repairs/ improvements to houses allocated to Roma families in Limassol and Paphos. The reduced budget of 2011 and 2012 of the state budget in general and the horizontal cuts applied, as a result of the financial crisis.

285. Requests for repairs/improvements are submitted by individuals to the relevant district administrations and then forwarded to the MOI for approval. To date, all requests have been satisfied.

286. The Kofinou Reception and Accommodation Centre was established in 2004, following a decision of the Council of Ministers (No. 58.617, dated 24 September 2003). It is the first reception centre in Cyprus. In order to improve the quality and quantity of the reception conditions, it has been decided to increase the capacity of the centre by adding new homes. It has been also been decided to improve the existing facilities by adding more sanitary rooms and creating classrooms and study rooms for children. In this centre, the Asylum Service decided that priority would be given to vulnerable groups, i.e. families with small children, single women or women with children. Persons at the Kofinou Reception Centre are supported by a social worker and a psychologist. A social worker is available for the asylum seekers residing at the reception centre under the pilot project for

the European Refugee Fund (2011–2013). If a person is suspected to be a victim of torture, he/she is referred to a special Medical Council. This Council was reinforced with a psychologist in 2012. Children of asylum seekers are entitled to full respect of children's rights, including free public education and health-care services.

287. A report issued in 2007 by the Anti-Discrimination Body contains the following proposals: (1) reduction of the period spent at the reception centre and acceleration of the application consideration procedure by the Asylum Service; (2) the need to acquire playing and studying facilities for children as well as en suite rooms to facilitate families or women with children; (3) establishment of reception centres within the city centre towns and entertainment facilities; (4) improved psychological support; and (5) improved care and concern for protection of one's right to religious beliefs and special diets, depending on religious or ethnic particularities. A number of improvements to this effect have been made since.

288. The Kofinou Reception and Accommodation Centre is now undergoing structural improvements. The Ombudsman intends to visit the Centre when these are completed.

Paragraph 22 of the concluding observations

289. Cyprus has transposed EU directive 115/2008/EC on common standards and procedures in Member States for returning illegally staying third-country nationals, in November 2011, with the Aliens and Immigration (Amendment) Law of 2011 [L.153(I)/11]. European Commission assessment reports have found the legislation and its implementation satisfactory.

290. In compliance with article 18OH of the law, third-country nationals who no longer have the right to remain in the Republic are requested by the Director of the CRMD to depart. Failure to comply leads to the issuance of a deportation order, in accordance with article 18Π. Any person previously deported from the Republic or any person whose entry into the Republic is prohibited on the basis of any legislation in force, or any person considered as an illegal immigrant under the Aliens and Immigration Law (Cap.105, as amended), is also subject to deportation and to detention for the purposes of enforcement of a deportation order.

291. In accordance with article 18ΠΣΤ of the law, the Minister of Interior may extend the period of six months granted for the deportation of a third-country national, only for a limited period – not exceeding a further twelve months in cases where despite reasonable efforts the removal operation is likely to last longer owing to: (a) a lack of cooperation by the third-country national concerned; or (b) delays in obtaining the necessary documentation from third countries.

292. The Refugee Law of 2000 [L.6(I)/2000, as amended] provides that an asylum seeker is only detained under exceptional circumstances. The detention of minor asylum seekers is expressly prohibited by the said law.

293. Asylum seekers whose right of residence is terminated are considered illegal immigrants pursuant to the Aliens and Immigration Law (Cap.105, as amended). Illegal immigrants in detention for deportation purposes, who lodge an application for international protection, may be released depending on the grounds of their detention. Illegal immigrants convicted for a serious offence under the provisions of the Criminal Code (Cap.154, as amended) who apply for international protection while in detention for deportation purposes remain in detention while their application is examined as a matter of priority. The same applies to persons detained for deportation who are considered illegal immigrants for reasons of public policy, public security or national security. In these cases, the execution of the deportation order is postponed, pending the decision of the application for international protection.

294. Illegal immigrants who cannot be deported because of conflict in their countries may be detained for deportation purposes only if they are convicted for a criminal offence, or if they are considered as a threat to public order, until they are deported to a country other than their own, where they can claim members of their family. If this cannot be done within a reasonable time, they are released from detention and allowed to remain under a special residence permit.

295. A detention centre at Menoyia for illegal immigrants (with a capacity of 256 persons) has been operating since January 2013. In addition to the basic training of the personnel staff at Menoyia, the Police undertakes the staff's regular, biannual, specialized re-training on aspects of human rights and relevant laws concerning racism and xenophobia, diversity, multiculturalism, rights of detainees, communication skills etc.

296. A Committee responsible for the supervision of the illegal immigrants detention centres was established by a Council of Ministers decision (No. 74.638, dated 5 February 2013), pursuant to article 5 of the Prohibited Immigrants Detention Centres Law of 2011 [L.83(I)/2011]. The Committee visits the detention centers at least 8 times a year to monitor and check their operation.

297. The Ombudsman has repeatedly highlighted that detention should be the exception and not the rule, in accordance with the principle of proportionality in the procedure of return of third-country nationals. Detention should be limited to the shortest possible period of time, and should be immediately terminated if deportation proves impossible.

298. In addition, the Ombudsman issued a report in September 2013 concerning complaints about the use of violence during detention in the Menoya Detention Centre and throughout the deportation procedure. She underlined that it was absolutely necessary to take every measure to ensure that such incidents are not tolerated by any means. Most of these incidents are under investigation either by the IAIACAP or by independent criminal investigators appointed by the Attorney-General.

299. The general detention conditions are being monitored on a regular basis by the Ombudsman in her capacity as the National Preventive Mechanism for the Prevention of Torture, designated pursuant to the Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (ratified by L.2(III)/2009). As such, the Ombudsman has been designated as the national body provided in the Protocol. The Ombudsman is empowered to visit detention centres without impediments to observe and record the general detention conditions relating to torture and to make recommendations, both to improve those conditions and to improve the relevant legislation.

300. Since January 2013, when the Menoyia Detention Centre began operating, the IAIACAP [established by the Police (Independent Authority for the Investigation of Allegations and Complaints against the Police) Law (L.9(I)/2006, as amended)] has appointed criminal investigators for the investigation of nine complaints filed by detainees or NGOs. The complaints concerned the use of violence during detention and/or throughout the deportation procedure. The investigation of two complaints has been completed and criminal prosecution against a Menoyia officer has started on the basis of one of the complaints. Another four complaints are still under investigation, whereas the investigation of three cases has been suspended since the complainants withdrew their complaints.

Paragraph 23 of the concluding observations

301. Refer also to the answer given under question 57(g) above. In her capacity as National Preventive Mechanism for the Prevention of Torture, the Ombudsman is closely monitoring the situation in Wing 14 of Athalassa Psychiatric Hospital, where people with mental disabilities without psychiatric conditions continue to reside.

302. Following the Ombudsman's intervention, the authorities involved (Department of Social Integration, MHS) initiated a process of deinstitutionalization of the persons residing in Wing 14.

Paragraph 24 of the concluding observations

303. Turkish-Cypriot pupils may attend a public or a private school of their choice. The fees for Turkish-Cypriots pupils attending private schools in the areas under the effective control of the Government are fully subsidized by the Government. In order to promote tolerance, understanding and dialogue between the two main communities of the island, the MOEC has adopted this as a main goal for three consecutive years.

304. Teachers from all levels of education, pupils and parents received information and were encouraged to participate in planned events, related to this goal. By a series of decisions, the Council of Ministers has ensured that Turkish-Cypriots pupils who are enrolled in Ayios Antonios Primary School in Limassol attend lessons in their own language, religion and culture. The same applies for pupils attending the Ayios Antonios Secondary School. The MOEC has appointed specialized teachers to cater to their specific needs. Refer also to the answer given under question 63 above.

305. The Council of Ministers decided to establish a school in Limassol, with Turkish as the language of instruction (decision No. 62.563, dated 25 August 2005). Nevertheless, a survey among Turkish-Cypriot parents indicated that they favored attendance at public schools of their areas, thus demonstrating that the existing measures are adequate and satisfy the educational needs of Turkish-Cypriot pupils.

Paragraph 25 of the concluding observations

306. The Anti-Discrimination Body issued a report on the issue in 2011, concluding that the particular circular might have a deterring effect on some parents with irregular status, causing failure to register their children in schools, under fear of prosecution from the migration authorities. It was made clear that this practice could lead to phenomena of social exclusion of children, violating their right to education.

307. The CCR also issued a position paper to the effect that this violated the right to education of this specific group of children.

308. The MOEC, taking into consideration the Committee's concern about the circular and the views of the Anti-Discrimination Body and the CCR, took action on the matter in an effort to ensure equal access to education for all children living on the island, with no direct or indirect discrimination against migrant children. The Council of Ministers decided that the specific circular should be withdrawn (decision No. 73.154, dated 8 February 2012). On 2 March 2012 a new circular was sent to all schools asking head teachers to stop informing the CRMD concerning migrant children.

Paragraph 26 of the concluding observations

309. The Convention and the Optional Protocol were ratified on 27 June 2011 [after the enactment of Law 8 (III)/2011].

310. The Council of Ministers appointed the Ombudsman as the Independent Authority for the Promotion of the Rights of Persons with Disabilities (decision No. 73.519, dated 9 May 2012).

311. The competencies exercised by the Independent Authority concern the whole spectrum of human rights protected by the said Convention.

Attachment I

Programmes/measures implemented by the MLWSI

(1) *Promotion of Youth Entrepreneurship*: This scheme, operated by the MECI, co-financed by the European Regional Development Fund, aims at the development, support and encouragement of entrepreneurship among young men and women between 20 and 39 through financial assistance for the creation of new, modern and viable small and medium-sized enterprises.

(2) *Job Placement and Training of Young Unemployed Tertiary Education Graduates*: This measure aims at strengthening the management capacity of enterprises and organizations through the employment and training of young university and other tertiary education graduates.

(3) *New Modern Apprenticeship (NMA)*: It has been operating since November 2012 and is aimed at providing alternative pathways to young people. It targets young people between 14 and 21.

(4) *Subsidy Scheme to Promote the Employment and In-Company Training of NMA Students*: It supplements the NMA measure. The scheme subsidises employers who recruit NMA students with a percentage of the in-company trainer's salary, with the full amount of social insurance contributions paid by the employer for the apprentice and with the amount of the apprentice's salary proportionate to the two days per week when he/she is training at school.

(5) *Accelerated Initial Training Programmes for Newcomers and Other Unemployed Persons in Occupations which are in demand*: Under this measure, the Human Recourses Development Authority organizes accelerated initial training courses which aim to give theoretical and practical training in occupations that are currently in demand.

(6) *Scheme for the Improvement of the Employability of the Unemployed*: The scheme aims at the improvement of the employability of the unemployed (including young secondary education graduates) by offering them opportunities to improve their language and ICT skills and/or acquire work experience through in-company placements.

(7) *Work and Social Activation of People in Vulnerable Groups through the Development of Social Skills and Other Actions*: The project aims to provide vocational training to recipients of public assistance benefit and to help reintegrate them into the labour market.

(8) *Subsidisation of Social Care Services within the framework of Family and Employment Reconciliation*: The aim of this project is to integrate inactive or unemployed women into the workforce. In order to be eligible, these women should have in their care children up to 12 years old, persons with disabilities or older persons. Women who find a job may apply for a subsidy of up to 75% of the cost of care services for their family dependants for a period of up to 18 months. Additionally, in April 2013, the Government introduced three new measures to stimulate employment to be derived mainly through reallocation of European Social Fund funds.

(9) *Flexible Forms of Employment Subsidy Scheme*: The Scheme, which has a budget of €6.8m, aims at combating unemployment, through attracting unemployed persons who wish to work with a flexible form of employment, and at the same time provides businesses with a means to address the difficulties brought on by the financial crisis for the creation of new jobs.

(10) *Scheme for Job Placement of Young Unemployed Tertiary Education Graduates for the Acquisition of Work Experience in Enterprises/Organizations:* The target is for 2,200 young unemployed persons to benefit from the scheme, with a budget of €8.5m. This programme aims at offering young graduates (less than 35 years old) the opportunity to gain working experience.

(11) *Incentive Scheme for the Employment of Unemployed Persons in the Hotel, Food and General Tourism Industry*: The scheme aims to provide subsidies to firms in the hotel, food and general tourism industry that wish to provide employment opportunities to unemployed persons. The subsidies run for 5 or 8 months with an obligation to employ the person for a further 2 or 4 months without subsidy. Since July 2013, the working hours of shops throughout Cyprus were temporarily extended (on a voluntary basis) by a tourist decree issued by the Minister of Labour, Welfare and Social Insurance. This measure helped to boost employment.

(12) *Implementation of the Youth Guarantee Implementation Plan (YGIP)*: The implementation phase of the Cyprus Youth Guarantee Implementation Plan (YGIP) will begin soon. It will offer young people aged from 15 to 24 years old, who are not in employment, education or training, a quality offer of work, continuing education, apprenticeship or traineeship, within a period of four months from the time they become unemployed or leave formal education.

1. The measures included in the YGIP will be funded by the €11.6m that were allocated to Cyprus from the Youth Employment Initiative of the EU, as well as at least an equal amount from Cyprus's European Social Fund allocation and/or other sources. Some measures under the Youth Employment Initiative have already been launched. In February 2014, the Human Resources Development Authority launched a scheme for the placement of up to 2,500 secondary school leavers (graduates) in enterprises/organizations for acquiring work experience in the field of their studies.

New schemes to be implemented

2. The MLWSI has just announced six new programmes/schemes:

(1) *Subsidy Scheme aiming at Retaining Employment that is addressed to Employers in the Retail Sector employing 1–4 Persons:* The scheme has a budget of €7m, with a target of 1,000 firms benefiting from the subsidy.

(2) *Subsidy Scheme for providing Practical Training in Companies in the Retail Sector employing 1–49 People:* The scheme has a budget of €3m with a target of 1,000 registered unemployed beneficiaries.

(3) *Subsidy Scheme for providing in-Company Training to Newly Hired Long-Term Unemployed in the Tourist Industry*: Beneficiaries are all hotel establishments, and persons who have been unemployed for longer than 12 months and who have not worked in the hotel industry before. The budget of this scheme is €2m and it is expected to place 1,500 long-term unemployed persons.

(4) *Scheme for Job Placement of Unemployed Young Tertiary Education Graduates for the Acquisition of Work Experience in Enterprises/Organizations:* The target is for 2,500 young unemployed graduates to benefit from the scheme, with a budget of €8.5m. This programme aims at offering young graduates less than 35 years old the opportunity to gain work experience.

(5) *Scheme for Job Placement of Young Unemployed Graduates of Lower Secondary, Upper Secondary and Post-Secondary Education of up to 2 years for the Acquisition of Work Experience in Enterprises/Organizations:* The target is for 2,500 young unemployed to benefit from the scheme, with a budget of €8.5m. This programme

aims at offering young persons less than 25 years old the opportunity to gain work experience.

(6) *Scheme for the Training of Hotel Employees whose Employers Suspend their Operation wholly or partly during the winter season*: It has as its ultimate aim the improvement of the quality of the tourism product. It is also aimed at promoting employment during the winter period in the hotel industry.

Attachment II

Branches of Social Security

A. Cash sickness benefit

1. Refer also to the previous report (paras. 163–165). The weekly rate of the basic benefit (para. 164 of the previous report) is equal to 60% of the insurable earnings of the beneficiary up to the weekly basic insurable earnings (€174.38 for 2013). The amount of the basic insurable earnings for 2006 was increased to €174.38 a week or €9,068 a year (para. 165 of the previous report).

B. Maternity benefits

2. Refer also to the answer given in the previous report (paras. 166–169).

(i) Maternity grant

3. The amount of the grant was increased in 2013 to €544.08.

(ii) Maternity allowance

4. (1) In accordance with the Social Insurance (Amendment) Law of 2012 [(L.37 (I) of 2012]), the payment of maternity allowance begins between the ninth (instead of the sixth) and the second week before the expected week of confinement; (2) in accordance with the same law, if the confinement occurs after the expected date of confinement, the period of the eighteen weeks is no longer increased and the total period that maternity allowance is paid is 18 weeks for all cases; (3) in accordance with the Social Insurance (Amendment) Law of 2010 [(L.59(I) of 2010)], in the case of an adopted child, the period of maternity allowance paid increased from fourteen weeks to sixteen weeks with retroactive effect as of 25 July 2007; (4) in accordance with the Social Insurance (Amendment) Law of 2012 [(L.37(I) of 2012)], the period of sixteen weeks for which maternity allowance is paid in the case of adoption, starts in accordance with the provisions of article 3 (para. 3) of the Maternity Protection Law [(L.100(I) of 1997 as amended)]; (5) in accordance with the Social Insurance (Amendment) Law of 2012 [(L.37(I) of 2012)], in cases of premature labour and birth or in any other case where the infant is hospitalized right after birth for health reasons, the period for which maternity allowance is paid is extended as follows: (a) for the first 21 days of hospitalization of the infant, the period is extended by one additional week; (b) the period is extended by an additional week for every subsequent period of hospitalization which is between 11 and 21 days; (c) the maximum period by which the payment of maternity allowance is extended is 6 weeks; and (6) in accordance with the Social Insurance (Amendment) Law of 2012 [(L.193 (I) of 2012)], which was adopted following the discussions with the "troika" within the framework of the Economic Adjustment Program of Cyprus for a financial bailout, the weekly rate of the basic benefit was decreased from 75% to 72% of the weekly average of the basic insurable earnings of the claimant in the previous contribution year. The weekly amount of the supplementary benefit decreased from 75% to 72% of the weekly average of insurable earnings of the claimant on the excess of her basic insurable earnings.

C. Old age pension

5. Refer also to the previous report (paras. 170–172).Within the context of combating the effects of demographic ageing on the Social Insurance Scheme, the Government has introduced amendments to the social insurance legislation in order to safeguard the long-term financial sustainability of the Social Security Scheme at least until 2060. These amendments were also the subject of substantive negotiations with the "troika" for Cyprus's Economic Adjustment Programme with the EC/ECB/IMF.

6. As of 1 January 2013, an actuarial reduction of pension entitlements from the Social Insurance Scheme by 0.5% per month for retirements earlier than the statutory retirement age in line with the planned increase in the minimum age for entitlement to an unreduced pension to reach 65 (by 6 months per year), between 2013 and 2016.

7. Regarding the contribution conditions for old age pension: Refer also to the previous report (paras. 170–172). For 2012, the minimum requirements for an insured person to receive an old age pension are: (1) 572 weeks of insurance up to the pensionable age; (2) paid basic insurance up to the pensionable age equal to at least 11 insurance points; and (3) the number of insurance points of paid and assimilated basic insurance for the period between 5 October 1964 (or if he/she reached the age of 16 after 5 October 1964, the first day of the year in which he/she reached that age) and the week before the week which includes the day of entitlement (contribution period) is equal to at least 30% of the years included in that period.

8. A lump sum amount is paid at the age of 68 (in place of pension income) to insured persons who do not meet the insurance conditions for old-age pension. Persons with paid basic insurance of at least 6 insurance points, who are not entitled to social pension, are entitled to the lump sum amount of 15% of the value of the insurance points of the paid and assimilated insurance. The social pension is subject to residence criteria and is provided as long as the person does not receive any other kind of pension or any similar payment from any source whose level exceeds the amount of social pension.

9. In addition, the increase of pensions for a working dependent spouse under the Social Insurance Scheme was abolished from January 2013 onwards.

D. Invalidity benefits

10. Refer also to the previous report (paras. 173–175). The amount of the basic insurable earnings for 2006 was increased to €174.38 a week or €9,068 a year.

E. Survivor's benefits

11. Refer also to the previous report (para. 176–179). As of 1 January 2013, the funeral grant was reduced by 30%. The amount of funeral grant for 2013 was €507.71, and €53.85 for the dependants.

F. Employment injury benefits

(i) Temporary incapacity (injury benefit)

12. Refer to the previous report (paras. 180–182).

(ii) Disablement benefit

13. Refer also to the previous report (paras. 183–186). The disablement grant for 2013 was €3,777.87 for 10 per cent disablement and rises accordingly for every degree above 10 per cent, reaching €7,177.94 for 19 per cent disablement. The weekly amount of the constant attendance allowance for 2013 was €1,338.38 per week.

(iii) Death benefit

14. Refer to the previous report (para. 187).

G. Unemployment benefit

15. Refer also to the previous report (paras. 188–189). In accordance with the Social Insurance (Amendment) Law of 2010 (L.59 (I)/2010), a person who retired early as a result of a collective agreement law or custom and who is receiving a pension or other retirement benefit from an occupational pension scheme, for which he did not make any contribution, is not entitled to unemployment benefit.

H. Family benefits

Child benefit and single parent benefit

16. Until 31 December 2011, the child benefit was a universal cash benefit scheme to support families with children. The amount of the child benefit was proportional to the number of children in the family. Extended families received proportionally higher benefit per child. Income criteria were in place to provide a supplementary child benefit for families with low and middle incomes.

17. By the Granting of the Child Benefit (Amendment) Law of 2011 (L.189 (I)/2011), with effect from 1 January 2012, the provision of the child benefit has changed fundamentally. It: (1) introduced economic criteria: The child benefit is granted, provided that, the total value, in current prices, of the property assets of the family including real estate, shares, bonds and securities, does not exceed €1,200,000; (2) introduced income criteria: As from 1 January 2012 a family was entitled to child benefit if its total gross family income did not exceed: (a) €49,000 for families with one dependent child; (b) €99,000 for families with up to four dependent children; and (c) for families with more than four dependent children, the maximum limit of annual gross family income was increased by €10,000 for each dependent child over the number of four children; (3) added a single parent family allowance as from 1 June 2012: The single parent benefit is an additional monthly allowance to single parents that are eligible to child benefit, according to their family income. For the years 2012 and 2013, a family was entitled to single parent benefit if its total gross family income did not exceed €89,000; (4) imposed a gradual reduction of the benefit inversely related with family income; (5) decreased the dependent children's age limits: "dependent children" are defined as children who are: (1) up to 18 years of age; (2) up to 19 years of age, provided they attend a school of secondary education; (3) up to 21 years of age, provided they are serving in the National Guard; and (4) regardless of age, children who are permanently deprived of the ability to maintain themselves. Until 31 December 2011, the child's age limits for the provision of benefit had been: (1) up to 18 years of age; (2) up to 23 if a student; (3) up to 25 if serving in the National Guard; (4) up to 25 for male students who had served in the National Guard; (5) regardless of age, children who are permanently deprived of the ability to maintain themselves; (6) established a minimum period of residence of 3 years in Cyprus: The period of residence in an EU member State is considered as a period of residence in the Republic in case of applicants fall under the provisions of EU regulation 883/2004 (of the European Parliament and of the Council on the coordination of social security systems); and

(7) changed the reference time of family income (taking into account the income obtained the year preceding the year of benefit provision instead of the income acquired three years prior to that).

18. The Child Benefit (Amendment) Law of 2012 (L.180(I)/2012) resulted in: (1) a 9% decrease of the amount of the child benefit paid as from 1 January 2013; (2) the decrease of family income threshold for families having two or more dependent children, from €99,000 to €59,000, from 1 January 2014; (3) the decrease of family income threshold for single parent benefit, from €89,000 to €49,000; and (4) the abolition of the price-index increase, until 1 January 2017.

Attachment III

Table I
Child benefit amount per child for 2013

	Number of children in the family			
Family income during 2012	*1 child*	*2 children*	*3 children*	*4 children or more*
0–€19,500.00	475	570	1.045	1,675
€19,501–€39,000.00	425	520	995	1,525
€39,000.01–€49,000.00	380	380	760	1,260
€49,000.01–€59,000.00	-	345	690	1,135
€59,000.01–€69,000.00	-	305	610	1,010
€69,000.01–€79,000.00	-	265	535	880
€79,000.01–€89,000.00	-	225	455	755
€89,000.01–€99,000.00	-	190	380	630
Over €99,000.01*	-	-	-	630

Source: Ministry of Finance (Grants and Benefits Service).

* For families with more than four dependent children, the maximum limit of gross family income is increased by €10,000 for each dependent child beyond the fourth child with the amount of payable benefit rising to €630.

Table II
Single parent benefit per child for 2013

Family income during 2012	*Monthly benefit per dependent child*
€0–€39,000.00	€180
€39,000.01–€49,000.00	€160
€49,000.01–€59,000.00	€140
€59,000.01–€69,000.00	€120
€69,000.01–€79,000.00	€100
€79,000.01–€89,000.00	€90

Source: Ministry of Finance (Grants and Benefits Service).

Attachment V

Statistical data concerning THB and other related offences for the years 2008–2013

Statistics maintained at the Office for Combating THB

Case classification

	2008	*2009*	*2010*	*2011*	*2012*	*2013*
Dismissed	1	2	4	1	2	-
Nolle prosecui	10	7	5	3	2	-
Acquittals	19	5	7	2	2	-
Pending trial	1	2	6	4	10	11
Otherwise disposed of & non existing	5	8	5	5	10	2
Convictions	15	10	7	8	13	2
Under investigation	-	-	1	3	5	7
Total	**51**	**34**	**35**	**26**	**44**	**22**

Convictions 2008

The 15 convictions concern 27 individuals and the penalties imposed are the following:

S/N	*Number of convicted persons*	*Penalty imposed*	*Offences*	*Date of conviction*
1	2	500 euro fine	Suppression of brothels	21/03/2008
		500 euro fine	Suppression of brothels	21/03/2008
2	2	40 days' imprisonment	Residence in the Republic of Cyprus after the expiration of the temporary residence permit	08/04/2008
		40 days' imprisonment	Entrance in the Republic of Cyprus from an unauthorized port, entrance in the Republic of Cyprus without a consular visa, prohibited migrant	08/04/2008
3	1	2 months' imprisonment	Illegal residence in the Republic of Cyprus	27/03/2008
4	1	1 year's imprisonment	Sexual exploitation, indecent assault	02/10/2012
5	4	15 months' imprisonment	Conspiracy to commit a misdemeanor, procuration, living on earning of prostitution, suppression of brothels, illegal residence in the Republic of Cyprus	18/03/2009

S/N	Number of convicted persons	Penalty imposed	Offences	Date of conviction
		15 months' imprisonment	Conspiracy to commit a misdemeanor, procuration, living on earning of prostitution, suppression of brothels, illegal residence in the Republic of Cyprus	18/03/2009
		15 months' imprisonment	Sexual exploitation, conspiracy to commit a misdemeanor, procuration, living on the earnings of prostitution, suppression of brothels	18/03/2009
		2 years' imprisonment	Conspiracy to commit a misdemeanor, procuration, living on the earnings of prostitution, suppression of brothels	18/03/2009
6	1	3500 euro fine	Living on the earnings of prostitution, procuration	22/05/2009
7	1	5 months' imprisonment	Living on the earnings of prostitution	16/07/2009
8	1	4 years' imprisonment	Rape, procuration, suppression of brothels, living on the earnings of prostitution	09/04/2009
9	1	3 months' imprisonment with 3 years' suspension	Living on the earnings of prostitution	09/03/2010
10	3	3 years' imprisonment	Living on the earnings of prostitution	01/02/2010
		1 year's imprisonment	Living on the earnings of prostitution	01/02/2010
		1 year's imprisonment	Living on the earnings of prostitution	01/02/2010
11	2	3 months' imprisonment	Suppression of brothels	20/02/2009
		3 months' imprisonment	Suppression of brothels	20/02/2009
12	3	1000 euro fine	Illegal employment	07/06/2010
		1000 euro fine	Residence in the Republic of Cyprus after the expiration of the temporary residence permit, conducting a profession without a permit	07/06/2010

S/N	Number of convicted persons	Penalty imposed	Offences	Date of conviction
		1000 euro fine	Residence in the Republic of Cyprus after the expiration of the temporary residence permit, conducting a profession without a permit	07/06/2010
13	2	3 months' imprisonment	Maintenance of Personal Data Files without the permission from the Commissioner for Personal Data Protection	02/08/2011
		3 months' imprisonment	Maintenance of Personal Data Files without the permission from the Commissioner for Personal Data Protection	02/08/2011
14	2	9 months' imprisonment	Conspiracy to commit a misdemeanor, living on the earnings of prostitution	08/11/2010
		9 months' imprisonment	Conspiracy to commit a misdemeanor, living on the earnings of prostitution	08/11/2010
15	1	2500 euro fine	Trafficking and exploitation of human organs	11/10/2011

Convictions 2009

The 10 convictions concern 14 individuals and the penalties imposed are the following:

S/N	Number of convicted persons	Penalty imposed	Offences	Date of conviction
1	2	2 years' imprisonment	Sexual exploitation, living on the earnings of prostitution	12/04/2012
		1 year's imprisonment	Sexual exploitation, living on the earnings of prostitution	12/04/2012
2	2	4 months' imprisonment	Suppression of brothels	29/12/2009
		4 months' imprisonment	Suppression of brothels	29/12/2009
3	2	8 months' imprisonment	Conspiracy to commit a misdemeanor, conspiracy to commit a felony, living on the earnings of prostitution, procuration, sexual exploitation	11/07/2012
		4 months' imprisonment	Conspiracy to commit a misdemeanor, conspiracy to commit a felony, living on the earnings of prostitution, procuration	11/07/2012

S/N	Number of convicted persons	Penalty imposed	Offences	Date of conviction
4	1	6 months' imprisonment	Entrance in the Republic of Cyprus from an unauthorized port, prohibited migrant	30/11/2009
5	2	1300 euro fine	Suppression of brothels	13/03/2012
		1300 euro fine	Suppression of brothels	13/03/2012
6	1	10 months' imprisonment	Labor exploitation, forgery, illegally obtaining a working contract of an alien	01/08/2013
7	1	7 months' imprisonment	Living on the earnings of prostitution, procuration	23/11/2009
8	1	2 months' imprisonment	Illegal residence in the Republic of Cyprus	18/12/2009
9	1	45 days' imprisonment	Assault against a law enforcement officer, residence in the Republic of Cyprus after the expiration of the residence permit	27/01/2010
10	1	22 months' imprisonment	Procuration, living on the earnings of prostitution, sexual exploitation, prevention and suppression of money laundering activities law	20/01/2012

Convictions 2010

The 7 convictions concerns 9 individuals and the penalties imposed are the following:

S/N	Number of convicted persons	Penalty imposed	Offences	Date of convictions
1	1	300 euro fine	Illegal residence in the Republic of Cyprus	19/06/2012
2	1	22 months' imprisonment	Procuration, living on the earnings of prostitution, sexual exploitation, prevention and suppression of money laundering activities law	20/01/2012
3	2	12 months' imprisonment with 3 years' suspension	Living on the earnings of prostitution, conspiracy to commit a misdemeanor	26/02/2013
		12 months' imprisonment with 3 years' suspension	Living on the earnings of prostitution, conspiracy to commit a misdemeanor	26/02/2013
4	1	9 months' imprisonment	Procuration, living on the earnings of prostitution, illegal employment of immigrants	12/08/2010
5	1	2 months' imprisonment	Labour exploitation	16/10/2013

S/N	Number of convicted persons	Penalty imposed	Offences	Date of convictions
6	2	1000 euro fine	Living on the earnings of prostitution, suppression of brothels	24/09/2012
		750 euro fine	Living on the earnings of prostitution, suppression of brothels	24/09/2012
7	1	1000 euro fine	Illegal employment of an alien	05/02/2012

Convictions 2011

The 8 convictions concern 21 individuals and the penalties imposed are the following:

S/N	Number of convicted persons	Penalty imposed	Offences	Date of conviction
1	1	1 year's imprisonment	Living on the earnings of prostitution	20/01/2012
2	2	4 months' imprisonment	Living on the earnings of prostitution, suppression of brothels	29/06/2011
		4 months' imprisonment	Living on the earnings of prostitution, suppression of brothels	29/06/2011
3	2	4 months' imprisonment with 3 years' suspension	Living on the earnings of prostitution, suppression of brothels	13/01/2014
		4 months' imprisonment with 3 years' suspension	Living on the earnings of prostitution, suppression of brothels	13/01/2014
4	3	3 months' imprisonment with 3 years' suspension	Suppression of brothels	15/09/2011
		3 months' imprisonment with 3 years' suspension	Suppression of brothels	15/09/2011
		3 months' imprisonment with 3 years' suspension	Suppression of brothels	15/09/2011
5	1	12 months' imprisonment	Living on the earnings of prostitution	22/08/2013
6	6	2½ months' imprisonment with 3 years' suspension	Suppression of brothels	09/04/2012
		2½ months' imprisonment with 3 years' suspension	Suppression of brothels	09/04/2012
		2½ months' imprisonment with 3 years' suspension	Suppression of brothels	09/04/2012

S/N	Number of convicted persons	Penalty imposed	Offences	Date of conviction
		2½ months' imprisonment with 3 years' suspension	Suppression of brothels	09/04/2012
		2½ months' imprisonment with 3 years' suspension	Suppression of brothels	09/04/2012
		2½ months' imprisonment with 3 years' suspension	Suppression of brothels	09/04/2012
7	3	13 years' imprisonment	Possession of a gun, kidnapping, rape	16/12/2011
		11 years' imprisonment	Kidnapping, rape	16/12/2011
		60 days' imprisonment	Accomplice after the commitment, false information to a police officer	16/12/2011
8	3	7 months' imprisonment with 3 years' suspension	Forgery, uttering false documents	23/01/2013
		7 months' imprisonment with 3 years' suspension	Forgery, uttering false documents	23/01/2013
		7 months' imprisonment with 3 years' suspension	Obtaining registration with false pretences, forgery, uttering false documents, personation	26/10/2012

Convictions 2012

The 13 convictions concern 26 individuals and the penalties imposed are the following:

S/N	Number of convicted persons	Penalty imposed	Offences	Date of conviction
1	2	2 months' imprisonment with 3 years' suspension	Suppression of brothels, living on the earnings of prostitution, conspiracy to commit a misdemeanor	12/03/2012
		2 months' imprisonment with 3 years' suspension	Suppression of brothels, living on the earnings of prostitution, conspiracy to commit a misdemeanor	12/03/2012
2	2	2 months' imprisonment	Conspiracy to commit a misdemeanor, illegal residence in the Republic of Cyprus	11/07/2012

S N	*Number of convicted persons*	*Penalty imposed*	*Offences*	*Date of conviction*
		2 months' imprisonment with 3 years' suspension	Conspiracy to commit a misdemeanor, suppression of brothels	11/07/2012
3	3	2 months' imprisonment	Conspiracy to commit a misdemeanor, suppression of brothels, illegal residence in the Republic of Cyprus	07/08/2012
		2 months' imprisonment	Conspiracy to commit a misdemeanor, suppression of brothels	07/08/2012
		3 months' imprisonment	Conspiracy to commit a misdemeanor, suppression of brothels	07/08/2012
4	2	2 months' imprisonment with 3 years' suspension	Suppression of brothels	07/09/2012
		2 months' imprisonment with 3 years' suspension	Suppression of brothels	07/09/2012
5	1	18 months' imprisonment with 3 years' suspension	Conspiracy to commit a misdemeanor, suppression of brothels	08/11/2013
6	2	2 months' imprisonment with 3 years' suspension	Suppression of brothels	
		2 months' imprisonment with 3 years' suspension	Suppression of brothels	
7	2	3 months' imprisonment with 3 years' suspension	Suppression of brothels	29/03/2013
		3 months' imprisonment with 3 years' suspension	Suppression of brothels	29/03/2013
8	2	500 euro fine	Suppression of brothels	21/12/2012
		500 euro fine	Suppression of brothels	21/12/2012
9	2	7 months' imprisonment	Illegal residence in the Republic of Cyprus, personation, uttering false documents	08/02/2013
		7 months' imprisonment	Uttering false documents, personation, prohibited migrant, entered the Republic without the permission of the Migration Officer	08/02/2013

S/N	Number of convicted persons	Penalty imposed	Offences	Date of conviction
10	2	5 months' imprisonment	Conspiracy to commit a misdemeanor, suppression of brothels	11/01/2013
		5 months' imprisonment	Conspiracy to commit a misdemeanor, suppression of brothels	11/01/2013
11	2	5 months' imprisonment with 3 years' suspension	Suppression of brothels	24/01/2013
		5 months' imprisonment with 3 years' suspension	Suppression of brothels	24/01/2013
12	2	5 months' imprisonment with 3 years' suspension	Suppression of brothels	22/04/2013
		9 months' imprisonment with 3 years' suspension	Living on the earnings of prostitution, procuration	22/04/2013
13	2	500 euro fine	Suppression of brothels, conspiracy to commit a misdemeanor	21/12/2012
		400 euro fine	Suppression of brothels	19/04/2013

Convictions 2013

The 2 convictions concern 3 individuals and the penalties imposed are the following:

S/N	Number of convicted persons	Penalty imposed	Offences	Date of conviction
1	2	1000 euro fine	Living on the earnings of prostitution, suppression of brothels	30/04/2013
		500 euro fine	Conspiracy to commit a felony	30/04/2013
2	1	400 euro fine	Prohibited migrant	31/01/2013

Attachment VI

Amount of the grant given to pensioners with low income for a household with one person for the year 2013

Annual income for 2012 (€)	*Annual benefit (€)*	*Monthly benefit (€)*
9,292–10,324	up to 900	up to 75.00
8,776–9,291	1,000	83.33
8,260–8,775	1,100	91.67
7,743–8,259	1,200	100.00
7,228–7,742	1,300	108.33
6,712–7,227	1,400	116.67
6,196–6,711	1,500	125.00
5,679–6,195	1,600	133.33
5,163–5,678	1,700	141.67
0–5,162	1,800	150.00

Source: Ministry of Finance (Grants and Benefits Service).

Attachment VII

Evictions for the years 2009–2013

	2009	*2010*	*2011*	*2012*	*2013*
Nicosia	128	155	165	146	163
Larnaca	25	25	21	30	26
Paphos	51	28	50	42	68
Limassol	118	139	164	171	189
Famagusta	11	8	11	1	12
Total	**333**	**355**	**411**	**390**	**458**

Source: Supreme Court of Cyprus (Rent Control Court).

Attachment VIII

Student grant rates for 2013

Family income during 2012	*Basic amount of student grant*	*Additional amount of student grant for families whose student pays tuition fees (maximum amount) or have three or more dependent children*
Up to €40,000	€1,710	€855
€40,000.01–€50,000.00	€1,580	€790
€50,000.01–€60,000.00	€1,450	€725
€60,000.01–€70,000.00	€1,320	€660
€70,000.01–€80,000.00	€1,190	€590
€80,000.01–€90,000.00	€1,020	€510
€90,000.01–€100,000.00	€850	€425
More than €100,000.01*	€850	€425

Source: Ministry of Education and Culture.

* For families with more than two children, the maximum threshold is increased by €10,000 for each child beyond the second.